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LABOUR STATISTICS AUSTRALIA



**LABOUR STATISTICS
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INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics contact Information Services on Canberra (06) 252 6007, 252 6627, 252 5402 or any ABS State office, or the Labour Statistics Section in any ABS State office.
- for information about other ABS statistics and services please refer to the back page of this publication.

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GENERAL INFORMATION

Symbols

The following *symbols*, where shown in columns of figures or elsewhere in tables, mean:

- n.a. not available
- . . not applicable
- nil or rounded to zero
- break in continuity of series
- * subject to sampling variability too high for most practical uses
- r figures or series revised since previous issue

Other

Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

PREFACE

This publication presents a statistical summary of the operations of the Australian labour market. Topics covered include employment, underemployment and unemployment; award rates, earnings and labour costs; hours of work, industrial relations and training. International comparisons of the more important labour statistics also are provided.

The publication has been developed primarily as a reference document, offering an overview of the labour market data produced by the ABS, and providing a base for analysis and research on any aspect of the labour market. It is also of value to those who want an overall picture and to those who require an introduction to the range of ABS labour statistics. Throughout each chapter, some of the more significant elements and trends of the Australian labour market have been highlighted. For many of the specific statistics included in this publication, more recent data is available in other ABS publications dealing with particular topics

Readers should note that the data presented in the publication do not cover the full range of labour statistics produced by the ABS. More detailed information is contained in the specific ABS publications indicated at the bottom of each chart or table and listed in Data Sources on pages 152 and 153. Individual publications also contain details of ABS officers who may be contacted for further information about the statistics.

The statistics shown are the latest available as at June 1992 and generally relate to the calendar year 1991. Wherever possible, a time series of the principal characteristics is provided. Definitions are given in the Glossary, and information on methods of collection and concepts are given in the Technical Notes.

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INTRODUCTION

LABOUR STATISTICS - A BROAD FIELD

User demand on the ABS in the field of labour market statistics has been considerable and consistent over many years and has led to continued improvements in the range, quality and comprehensiveness of the data.

Nevertheless, because pressure comes from users in both the economic and social areas, and because their specific needs for data are many and varied, the demand for an even more comprehensive service continues.

Broadly, users tend to be interested in one or several of the following topics:

- the social, demographic, industrial, occupational, educational and labour force characteristics of the working age population, including employment and unemployment levels;
- earnings and non-wage benefits derived from the efforts of labour, and award rates of pay;
- work patterns, hours of work, job satisfaction and work preferences;
- industrial relations;
- labour costs and labour productivity;
- the relationship of labour market indicators to other social and economic data; and
- education, training and career paths.

SOURCES OF LABOUR STATISTICS

The ABS draws from both household and employer based surveys as well as administrative data to produce the wide range of labour market statistics currently available.

Household Surveys

Household surveys include the monthly Labour Force Survey, supplementary surveys carried out in conjunction with the Labour Force Survey and a set of separate special household surveys employing appropriate methodologies.

The *Labour Force Survey* has been conducted by the ABS from the early 1960s. Collection of monthly labour force data began in February 1978, prior to which it had been conducted at quarterly intervals. (The data are published in *The Labour Force, Australia, Preliminary* (6202.0) and in *The Labour Force, Australia* (6203.0).)

Supplementary surveys attached to the Labour Force Survey have been conducted since the 1960s. They enable the ABS to collect information on new topics or to obtain more detail on topics already covered in the Labour Force Survey. Since the mid-seventies, the range of topics which have been covered by the supplementary survey program has increased markedly, and the conduct of some

surveys on a regular basis has led to the development of time series of various social and labour force indicators.

Special supplementary surveys are generally large scale omnibus surveys covering topics considered too complex or sensitive to be incorporated into a monthly supplementary survey. Some of the more recent topics related to the labour market covered by this collection vehicle include:

- *Career Paths of Persons with Trade Qualifications, 1989* (6243.0) which collected information from persons with trade qualifications classified by — how and when qualified, whether ever worked in the trade, frequency of use of trade skills, whether ever left the trade and if so, when and why. Other information collected includes demographic and labour force characteristics. This topic is expected to be covered again in a survey planned for 1993.
- *Career Paths of Qualified Nurses, 1989* (6277.0) which collected information from persons who had ever qualified as either registered or enrolled nurses classified by — how and when qualified, whether ever worked in nursing, nursing position held, whether ever left nursing and if so, when and why. Other information collected includes demographic and labour force characteristics.
- *How Workers Get Their Training, 1989* (6278.0) which collected information from persons who were wage and salary earners in the last twelve months classified by — educational attainment, work history, qualifications needed to obtain job, training courses and on-the-job training undertaken in the last twelve months, and demographic and labour force characteristics. Another survey on this subject is planned for 1993.
- *Income and Housing Costs and Amenities Survey, 1990* collected income data from persons aged 15 years and over on a 'current' and on a 'last financial year' (1989-90) basis. In addition to income levels it also obtained data about sources of income and a range of labour force and demographic characteristics. As implied by the title the survey also provides information on housing costs and selected characteristics related to the dwellings. Data on persons with earned income, their levels of income and demographic and social characteristics are published in *Income Distribution Survey — Persons with Earned Income* (6546.0).
- *1988-89 Household Expenditure Survey (HES)* collected data on 'household expenditure', namely expenditure on goods and services for private consumption. To complement the expenditure data, the survey also collected infor-

mation about the demographic, labour force and income characteristics of the households and their members. For detailed information about the HES refer to *Information Paper: 1988-89 Household Expenditure Survey, Australia* (6527.0).

A list of publications derived from supplementary and special surveys relating to the labour force is shown on page 156.

For more information on the population survey program, see *Statistics from Labour Force and Supplementary Surveys, Users' Guide*, available on request — contact (06) 252 6504.

Employer Surveys

For many years, estimates of civilian employees, average weekly earnings, distribution and composition of employee earnings and hours and job vacancies and overtime were based on a statistical framework constructed from lists of employers subject to payroll tax, supplemented by lists of government employers, religious and benevolent institutions and other non-profit organisations. Following a review conducted in 1981, it was concluded that the civilian employees series had substantially underestimated the rate of growth in employment because a significant number of small businesses were exempt from payroll tax. This deficiency in coverage of small businesses also adversely affected the quality of data on average weekly earnings because small businesses were under-represented in estimates based on the payroll tax framework.

In the light of the review, it was decided that the information required would be best obtained directly from employers using sample surveys based on the ABS register of businesses and organisations. Consequently, a new integrated statistical system based on the business register was developed. Since May 1983, the following new or upgraded surveys have been introduced:

- Quarterly Survey of Average Weekly Earnings;
- Quarterly Survey of Employment and Earnings;
- Quarterly Survey of Job Vacancies and Overtime;
- Annual Survey of Employee Earnings and Hours;
- Surveys of Labour Costs (annual) and Wage Costs (five-yearly); and
- Survey of Employer Training Expenditure.

To provide a statistical link between the old and new series, the interim surveys have been conducted in parallel with the new Surveys of Employment and Earnings and Average Weekly Earnings for the September and December quarters 1983. The recently released historical publication *1941-1990 Average Weekly Earnings* (6350.0) contains linked series from 1941 onwards. Fur-

ther details on the new statistical series outlined above have been published in *Information Paper: New Statistical Series — Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

The *Survey of Employee Earnings and Hours* was conducted annually to 1981, again in 1983 and then annually from 1985 onwards. The survey of *Labour Costs* has been conducted annually since 1985-86, covering both the public and private sectors since 1986-87. The first *Training Expenditure Survey* was conducted in 1989. A further survey was conducted in 1990, and another survey is planned to be conducted in 1993.

Census of Population and Housing

Censuses of Population and Housing, conducted every five years, obtain information about the labour force, including social and demographic characteristics and occupation and industry profiles. First results from the 1991 Census have been released.

A Guide to Labour Statistics

The publication of *A Guide to Labour Statistics* (6102.0) was released in early 1986. The Guide provides an overview of:

- the development of labour statistics in Australia;
- major International Labour Organisation conventions providing the rationale for such statistics;
- the concepts, methodology and sources of ABS labour market data;
- the comparability between different ABS and non-ABS data sources.

The development of the Guide grew out of a recognition by the ABS that users required more than the ongoing issue of ABS labour market data. The Guide is structured according to subject matter topics similar to chapter headings used in this publication, and is intended as a companion volume to this publication. An updated edition of the guide is planned for release early in 1993.

CLASSIFICATIONS

Australian Standard Classification of Occupations (ASCO)

ASCO is a skill-based classification of occupations developed as a national standard for the production and analysis of labour force statistics, human resources management, education planning, the listing of job applicants and vacancies, the provision of occupational information, conducting social research and for vocational guidance. The First Edition of ASCO was released in September 1986 as the result of an extensive joint project undertaken by the ABS and the then Department of Employment and Industrial Relations (DEIR). To maintain the relevance of the national standard for occupation statistics, a review of ASCO will be completed by the ABS and the Department of Employment, Education and

Training in time for implementation in the 1996 Census of Population and Housing.

ASCO groups occupations on the basis of type of work, which is defined in terms of two criteria – skill level and skill specialisation.

Skill level is a function of the range and complexity of the set of tasks involved. It is measured in terms of the length and type of education and training, and the experience usually necessary for the satisfactory performance of the set of tasks. Skill specialisation is measured in terms of the field of knowledge required, tasks or equipment used, materials worked on and goods or services produced.

These skill characteristics were used to group jobs into 1,079 occupations, 282 unit groups, 52 minor groups and 8 major groups. At major group level, groups are separated principally according to skill level; at the lower levels the skill specialisation criterion is applied in successively finer degrees of detail.

ASCO was introduced into ABS collections from May 1986, and is now used in all ABS censuses and surveys where occupation data are collected, including the five yearly Census of Population and Housing, the Monthly Population Survey and the Annual Survey of Employee Earnings and Hours. In most collections data are coded at the unit group level. The 1991 Census of Population and Housing, however, has been coded at the occupation level of ASCO.

In 1990, ASCO was introduced into administrative by-product statistics related to registrations of vital statistics. The data on occupation of parents for the births data, and occupation of persons for whom deaths or divorces are recorded, are coded at minor group level using an automatic coding system operating on occupation title responses only. Data on overseas arrivals and departures are now coded to the unit group level of ASCO.

Data on occupation in ABS labour statistics collected before 1986 were coded to the Classification and Classified List of Occupations (CCLO). While the titles of some of the groups in the two classifications are similar, the content of the groups in the two classifications is generally different because occupations are grouped according to different criteria. These differences are likely to have been accentuated by the introduction of a structured method for coding survey data to ASCO. Extreme caution must therefore be exercised in attempting to compare data coded to CCLO with that coded to ASCO.

A cross-tabulation of the two classifications at the major group level was presented in Table 41 of the August 1986 issue of *The Labour Force, Australia* (6203.0). The estimates contained in this table were produced by coding a sub-sample of occupation responses from the May 1986 Labour Force Survey to both ASCO and CCLO. Occupation data from the 1986 Survey of Employee Earnings and Hours were coded to both classifications and presented in the May 1986 issue of *The*

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0). More detailed information on the relationship between ASCO and CCLO is presented in *Census 86 — ASCO/CCLO Link* (2182.0) and *Census 86 — ASCO/CCLO Link File : Technical Details* (2199.0). (See also *Information Paper: ASCO — Australian Standard Classification of Occupations* (1221.0).)

CCLO was originally based on the 1958 version of the International Standard Classification of Occupations (ISCO) and thus afforded Australian labour force statistics some international comparability. There were many severe criticisms of CCLO and thus ASCO was developed using a completely different conceptual approach. Since the publication of ASCO in 1986, ISCO (1988) has been revised using a very similar conceptual approach to that adopted for ASCO. A large number of countries have revised, or are currently revising, their national classifications along similar lines.

The following publications about ASCO are available from the ABS:

1. *Information Paper : ASCO — Australian Standard Classification of Occupations* (1221.0). This paper provides an introduction to the Australian Standard Classification of Occupations (ASCO), including an overview of the ASCO structure, the ASCO Coding System and a guide to interpreting ASCO statistics. It also provides details of other publications dealing with the relationship between ASCO and CCLO.
2. *ASCO Statistical Classification* (1222.0) outlines the conceptual basis and structure of ASCO, and provides definitions of the major, minor and unit groups in the classification. It is intended principally as an aid in interpreting statistics coded to ASCO.
3. *ASCO Occupation Definitions* (1223.0) comprises the definitions of the ASCO criteria, code conventions, listings of the ASCO structure, definitions of the 1,079 occupations at the most detailed level of the classification, and the Keyword Index of Structure Titles.
4. *ASCO Expert Coding System: Unit Group Level* (1224.0) includes a Coder's Manual, User's Manual and printed copies of the coding indexes in alphabetical and numerical order. The system runs on IBM PC compatible microcomputers.
5. *ASCO Manual Coding System: Unit Group Level* (1225.0) details the procedures and provides the indexes required for the accurate manual coding of survey responses to ASCO. Other indexes contained in the *Statistical Classification* and the *ASCO Dictionary* are not suitable for this purpose.
6. *ASCO Expert Coding System: Occupation Level* (1226.0) is similar to 1224.0 but enables the

coding of occupation information to the occupation level of ASCO (1,079 categories).

7. *ASCO Manual Coding System: Occupation Level* (1227.0) (expected to be released late in 1992) specifies the procedures and provides the indexes for the manual coding of occupation data to the 1,079 categories at the most detailed level of ASCO. It is intended for users who wish to assign 6-digit ASCO codes on the basis of relatively detailed information such as that which is available from human resource management systems, job vacancies specifications or responses in special purpose statistical collections.

8. *ASCO Keyword Index to Occupation Definitions* (1229.0). This publication contains an index of selected words used in Occupation Definitions as published in ASCO Occupation Definitions (1223.0)

9. *ASCO Keyword Index of Unit Group Tasks* (1228.0) is primarily designed to assist in resolving problems arising in the course of coding occupation descriptions to the unit group level of ASCO.

It is particularly useful in finding the correct ASCO code for an occupation when no title or an inadequate title is available and the coder needs to use task information. It is not intended to be a coding document in its own right, but rather a guide to locating relevant unit group definitions.

The *ASCO Dictionary* (AGPS Cat. No. 85 1291 0) was produced jointly by ABS and DEIR (now the Department of Employment, Education and Training) and contains descriptions of all groups in the classification down to the occupation level.

Australian Standard Industrial Classification (ASIC)

The ASIC has been designed primarily as a system for classifying establishments, e.g. individual mines, factories, shops, etc., by industry. An 'industry' i.e. an individual class or group, etc. in ASIC consists of the establishments which have been classified to it.

A new edition of this classification, the ANZSIC, which was produced in consultation with the New Zealand Department of Statistics and which will become the standard industrial classification for both countries is due for release in early 1993.

CHAPTER 1

SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

This chapter presents a brief summary of the more important population statistics which are relevant to the structure and activities of the labour market. Important factors highlighted in the statistics include current trends in population growth, the age-sex composition of the population and projections of the population of working age. Details of overseas settler arrivals provide a further pointer to the future make-up of the population. Other population-related factors which are included in the statistics presented include the composition of families, levels of educational attainment, and characteristics of migrants.

Population

The estimated resident population of Australia at 30 June 1991 was 17,292,000 an increase of 247,400 since 30 June 1990. This represented a growth rate of 1.5 per cent, up slightly from 1.4 per cent for the previous year. Growth rates have ranged from 1.2 to 1.7 per cent over the past decade.

Principal features of current trends in population growth are low fertility, increasing longevity and high levels of net overseas migration gains. The rate of natural increase, i.e. births minus deaths as a proportion of population, is relatively steady because the low birth rate is being offset by the low death rate. The combined outcome of these trends is high levels of total population growth and a gradual ageing of the Australian population.

Over the decade since 30 June 1981, for example, the median age of the population has risen from 29.6 years to 32.3 years. The dependency ratio for 0-14 year-olds (i.e. population aged 0-14 years per thousand persons aged 15-64) has declined from 38.2 in 1981 to 32.9 in 1991 and the dependency ratio for persons aged 65 years and over (i.e. expressed per thousand population aged 15-64 years) has risen from 14.9 in 1981 to 16.7 in 1991. The working-age population has also been ageing, though at a slower rate. The proportion of the population in the young working ages 15-24 has declined from 17.4 per cent in 1981 to 16.0 per cent in 1991, and, although the proportion in the older working ages 50-64 years has also fallen (from 14.3 per cent to 13.4 per cent), the net result for the total age group 15-64 has been a rise in the median age from 34.3 years to 35.6 years over the ten-year period.

At 30 June 1991 the population aged 15-64 years was 11,560,400. The numbers of people in this age group have been increasing at a faster rate (now 18.7% higher than 1981) than the population as a whole (15.9% higher) due to the concentration of overseas arrivals in this age group. The proportion of Australia's population which is of working age has consequently risen. In 1981 it comprised 65.3 per cent of the population; in 1991 it was 66.9 per cent.

Implications for the future age profile of the labour force are illustrated in Charts 1.3 and 1.4. These demonstrate the outcome of certain assumed fertility/mortality/migration trends as described in the Technical Notes. Four alternative combinations (A,B,C and D) of these assumptions have been selected for the period up to the year 2031. Series A and B would result in the highest population increase, followed by C and then D. The outcome for the size of the labour force would be in the same order. (The median age of the labour force, however, would be in reverse order although the differences between all four are slight. The oldest labour force age structure would result if series D assumptions prevailed, with a median age of 41.2 years. For series C, the median age would be 40.9 years, and for both series A and B it would be 40.4 years.)

The projections show that the labour force would, like the population as a whole, be growing older. The median age of persons in the labour force would rise from 35.5 years in 1990 to between 40.4 and 41.2 years as described in the preceding paragraph in the year 2031 (assuming no change in the present patterns and practices of retirement from the labour force).

Projections of the population in the younger working ages, 15-24 years, show that growth rates would be much lower than for ages 25 and over. After 1993 the number of persons aged 15-24 years would decline slightly for a few years as the effect of lower numbers of births in the 1970s impacted on the 15-24 age group. The series would then diverge, but only within a narrow range. Series A and B project a steady rise until the year 2031 but Series C projects a very small increase and series D actually shows a decline.

In comparison, substantial increases in numbers are projected for the prime working age-group (25-49 years) and also the older working ages (50-64 years). A levelling off may occur for the 25-49 age group if series D assumptions prevail, but only after a considerable increase during the remaining years of this century.

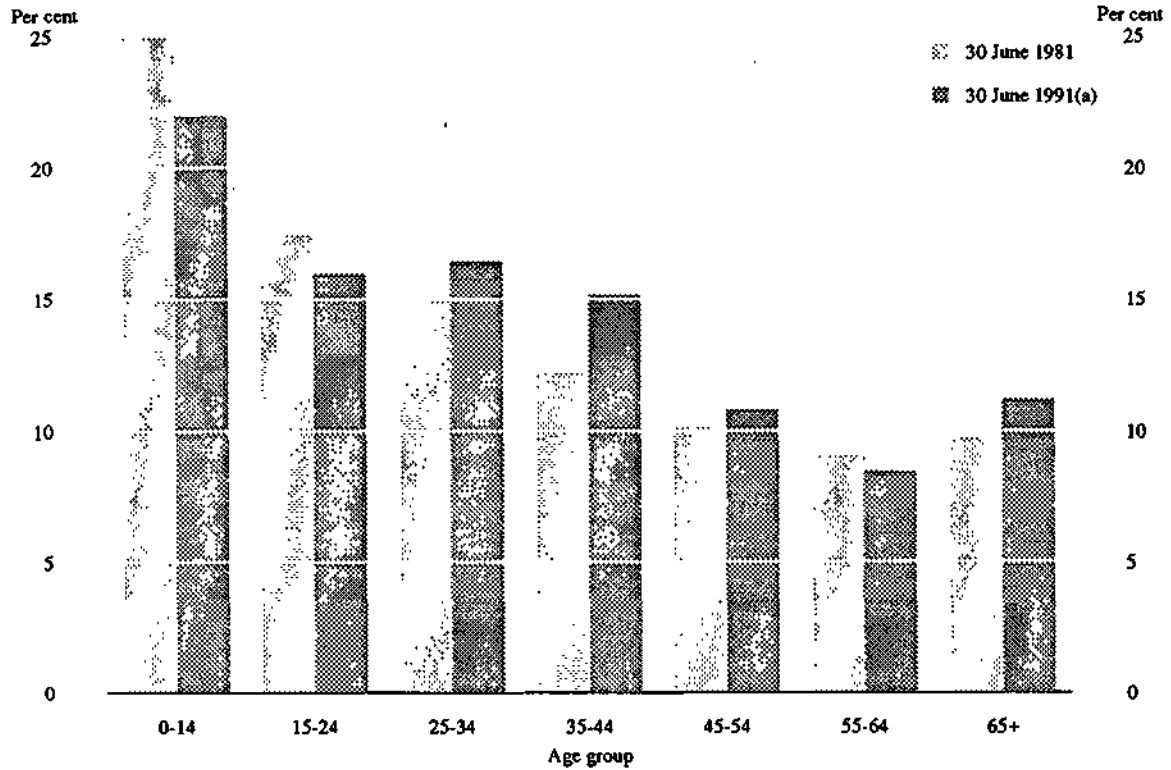
Projections of the labour force and labour force participation rates for the period 1992 to 2005 were published in 1991. The projections were based on the assumptions included in Series A and D of the population projections. See the Technical Notes for further information.

TABLE 1.1. ESTIMATED RESIDENT POPULATION(a) BY AGE GROUPS, AUSTRALIA,
30 JUNE 1988, 1989, 1990 and 1991

Age group (years)	Number				Per cent of total population			
	1988	1989	1990	1991	1988	1989	1990	1991
MALES								
0-4	629,396	636,971	643,888	654,531	3.81	3.79	3.78	3.79
5-9	625,189	636,938	647,395	653,478	3.78	3.79	3.80	3.78
10-14	641,493	635,802	632,952	637,298	3.88	3.78	3.71	3.69
15-19	715,506	718,669	713,100	695,398	4.33	4.28	4.18	4.02
20-24	673,448	677,425	687,633	706,342	4.08	4.03	4.03	4.08
25-29	709,078	719,674	717,905	706,945	4.29	4.28	4.21	4.09
30-34	663,765	682,162	700,347	717,620	4.02	4.06	4.11	4.15
35-39	640,448	648,692	656,029	666,041	3.88	3.86	3.85	3.85
40-44	595,206	618,965	639,341	655,446	3.60	3.68	3.75	3.79
45-49	460,050	480,907	501,347	524,652	2.79	2.86	2.94	3.03
50-54	393,825	405,922	420,415	433,732	2.38	2.42	2.47	2.51
55-59	375,501	371,542	367,014	367,355	2.27	2.21	2.15	2.12
60-64	361,258	365,190	368,594	367,392	2.19	2.17	2.16	2.12
65-69	291,836	306,257	312,770	319,767	1.77	1.82	1.84	1.85
70-74	212,757	212,530	218,517	228,487	1.29	1.26	1.28	1.32
75-79	142,578	148,874	153,473	158,295	0.86	0.89	0.90	0.92
80-84	73,446	76,519	79,979	83,809	0.44	0.46	0.47	0.48
85 and over	37,258	38,986	40,044	42,824	0.23	0.23	0.23	0.25
All ages	8,242,038	8,382,025	8,500,743	8,619,412	49.90	49.88	49.87	49.85
FEMALES								
0-4	600,730	607,505	613,038	623,668	3.64	3.62	3.60	3.61
5-9	593,384	605,366	616,750	622,752	3.59	3.60	3.62	3.60
10-14	609,967	605,170	602,351	606,082	3.69	3.60	3.53	3.50
15-19	690,636	693,248	686,830	667,483	4.18	4.13	4.03	3.86
20-24	653,461	660,951	673,438	695,849	3.96	3.93	3.95	4.02
25-29	695,919	706,756	706,836	699,148	4.21	4.21	4.15	4.04
30-34	660,754	677,958	695,478	714,955	4.00	4.03	4.08	4.13
35-39	633,148	644,447	654,817	664,063	3.83	3.84	3.84	3.84
40-44	568,774	594,526	616,990	638,089	3.44	3.54	3.62	3.69
45-49	434,046	453,833	475,487	498,897	2.63	2.70	2.79	2.89
50-54	377,054	388,953	400,461	412,630	2.28	2.31	2.35	2.39
55-59	363,454	360,725	358,566	357,966	2.20	2.15	2.10	2.07
60-64	369,548	370,465	370,859	370,366	2.24	2.20	2.18	2.14
65-69	328,420	341,254	346,099	348,789	1.99	2.03	2.03	2.02
70-74	267,105	265,562	270,526	281,697	1.62	1.58	1.59	1.63
75-79	204,613	212,911	218,250	223,619	1.24	1.27	1.28	1.29
80-84	128,561	132,883	137,906	143,633	0.78	0.79	0.81	0.83
85 and over	96,757	98,527	99,226	102,946	0.59	0.59	0.58	0.60
All ages	8,276,331	8,421,040	8,543,908	8,672,632	50.10	50.12	50.13	50.15
PERSONS								
0-4	1,230,126	1,244,476	1,256,926	1,278,199	7.45	7.41	7.37	7.39
5-9	1,218,573	1,242,304	1,264,145	1,276,230	7.38	7.39	7.42	7.38
10-14	1,251,460	1,240,972	1,235,303	1,243,380	7.58	7.39	7.25	7.19
15-19	1,406,142	1,411,917	1,399,930	1,362,881	8.51	8.40	8.21	7.88
20-24	1,326,909	1,338,376	1,361,071	1,402,191	8.03	7.97	7.99	8.11
25-29	1,404,997	1,426,430	1,424,741	1,406,093	8.51	8.49	8.36	8.13
30-34	1,324,519	1,360,120	1,395,825	1,432,575	8.02	8.09	8.19	8.28
35-39	1,273,596	1,293,139	1,310,846	1,330,104	7.71	7.70	7.69	7.69
40-44	1,163,980	1,213,491	1,256,331	1,293,535	7.05	7.22	7.37	7.48
45-49	894,096	934,740	976,834	1,023,549	5.41	5.56	5.73	5.92
50-54	770,879	794,875	820,876	846,362	4.67	4.73	4.82	4.89
55-59	738,955	732,267	725,580	725,321	4.47	4.36	4.26	4.19
60-64	730,806	735,655	739,453	737,758	4.42	4.38	4.34	4.27
65-69	620,256	647,511	658,869	668,556	3.75	3.85	3.87	3.87
70-74	479,862	478,092	489,043	510,184	2.91	2.85	2.87	2.95
75-79	347,191	361,785	371,723	381,914	2.10	2.15	2.18	2.21
80-84	202,007	209,402	217,885	227,442	1.22	1.25	1.28	1.32
85 and over	134,015	137,513	139,270	145,770	0.81	0.82	0.82	0.84
All ages	16,518,369	16,803,065	17,044,651	17,292,044	100.00	100.00	100.00	100.00

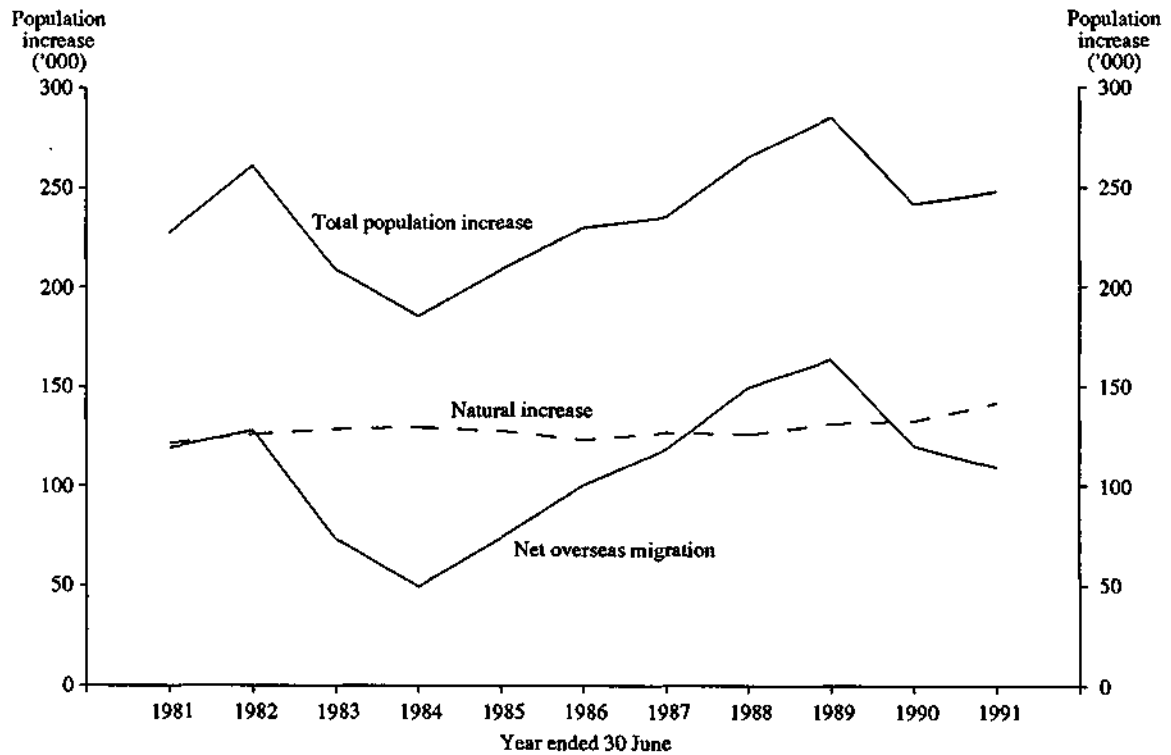
(a) Revised to incorporate preliminary 1991 Census results. Subject to further revision when final Census results become available.
Source: Australian Demographic Statistics (3101.0).

CHART 1.1. ESTIMATED RESIDENT POPULATION: PROPORTION OF POPULATION IN SELECTED AGE GROUPS, AUSTRALIA



(a) Subject to revision when final 1991 Census results become available.
Source: *Australian Demographic Statistics (3101.0)*.

CHART 1.2. ESTIMATED RESIDENT POPULATION: COMPONENTS OF GROWTH(a), AUSTRALIA



(a) Affected by adjustments to eliminate intercensal discrepancy. See the Technical Notes for further information. Years 1987 to 1991 are subject to revision when final 1991 Census results become available.

Source: *Australian Demographic Statistics (3101.0)*.

CHART 1.3. PROJECTED POPULATION: TOTAL ALL AGES, AUSTRALIA

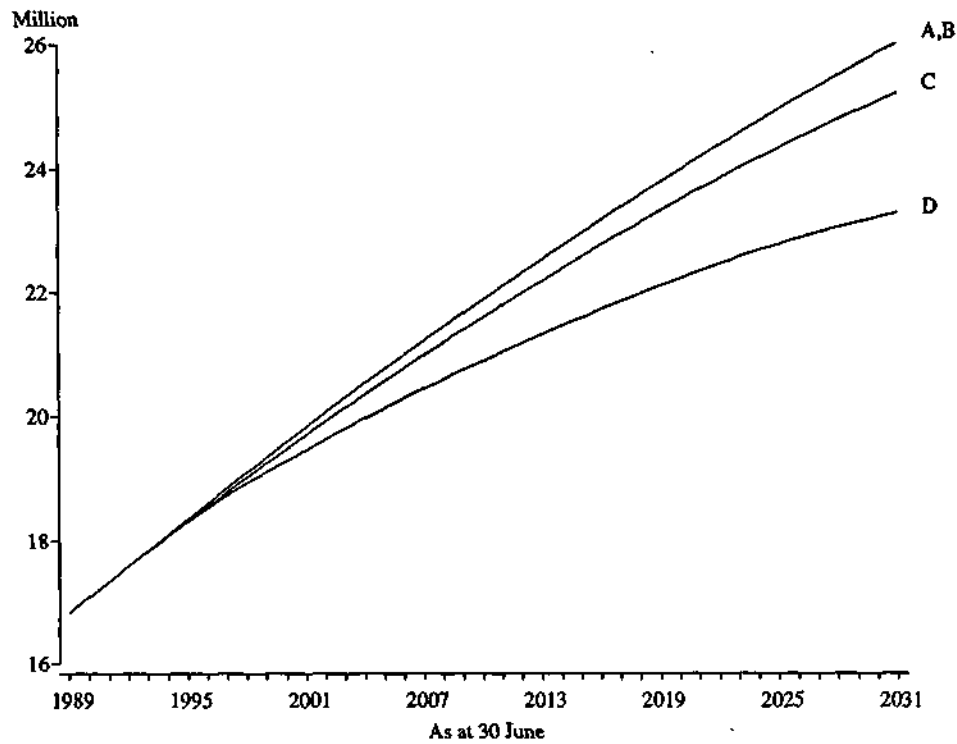
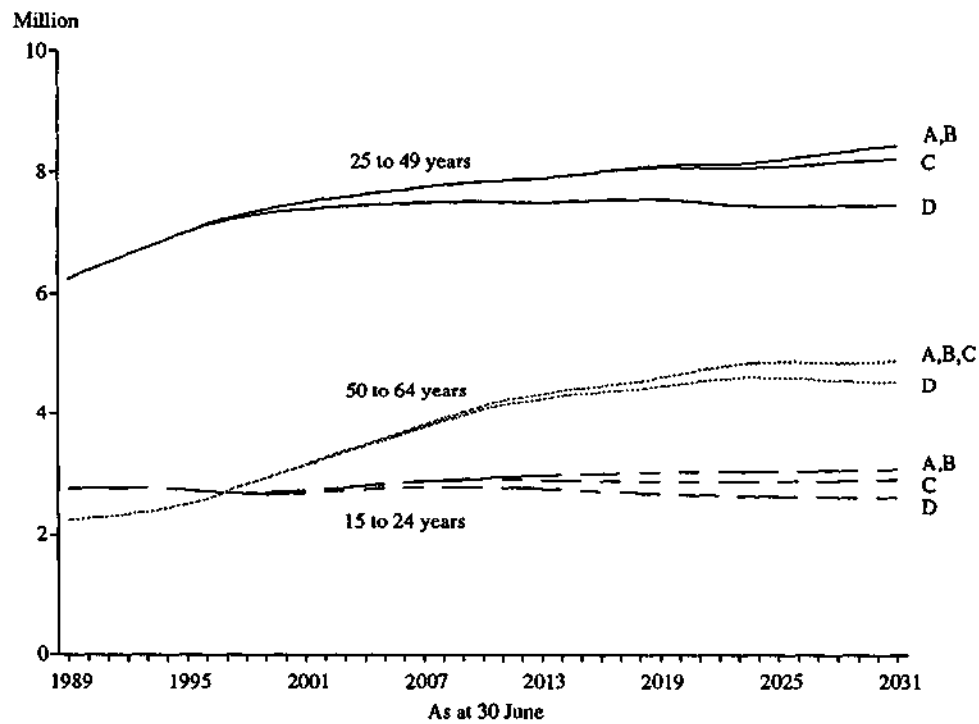


CHART 1.4. PROJECTED POPULATION: WORKING AGE GROUPS, AUSTRALIA



NOTE: The four projections A, B, C and D are based on different assumptions concerning immigration and fertility rates. See the Technical Notes for further information. All four are subject to revision when final 1991 Census results become available.

Source: *Projections of the Population of Australia, States and Territories, 1989 to 2031 (3222.0)*.

Migration

In 1987-88 and 1988-89, net overseas migration gains were the highest for forty years and exceeded the natural increase (births minus deaths) component of population growth. Since 1988-89, however, net overseas migration gains have again fallen back to below the levels of natural increase, dropping from 137,240 in 1988-89 to 103,870 in 1989-90 and 94,760 in 1990-91. The decline in the net gain for 1990-91 was mainly due to a sharp rise in the number of departures from Australia, with only a small increase in the number of arrivals compared with the previous year.

Although the net gain in overseas arrivals of working age also declined in 1990-91 (see Chart 1.5), the proportion of the net overseas migration gain who were aged 15-64 years has not changed significantly. This proportion has remained steady at about 70 per cent of the net gain since 1984-85. (In the early 1980s it had fallen, as the incidence of unemployment in Australia rose.)

In 1990-91 the United Kingdom continued to be the major source country for settlers from overseas, providing 17 per cent of the total. The next largest source countries were Hong Kong and Viet Nam (each 11%). Countries of Europe and the USSR provided a further 27 per cent (32,330 settlers), South East Asia provided 24 per cent (29,420) and North East Asia provided 18 per cent (22,100).

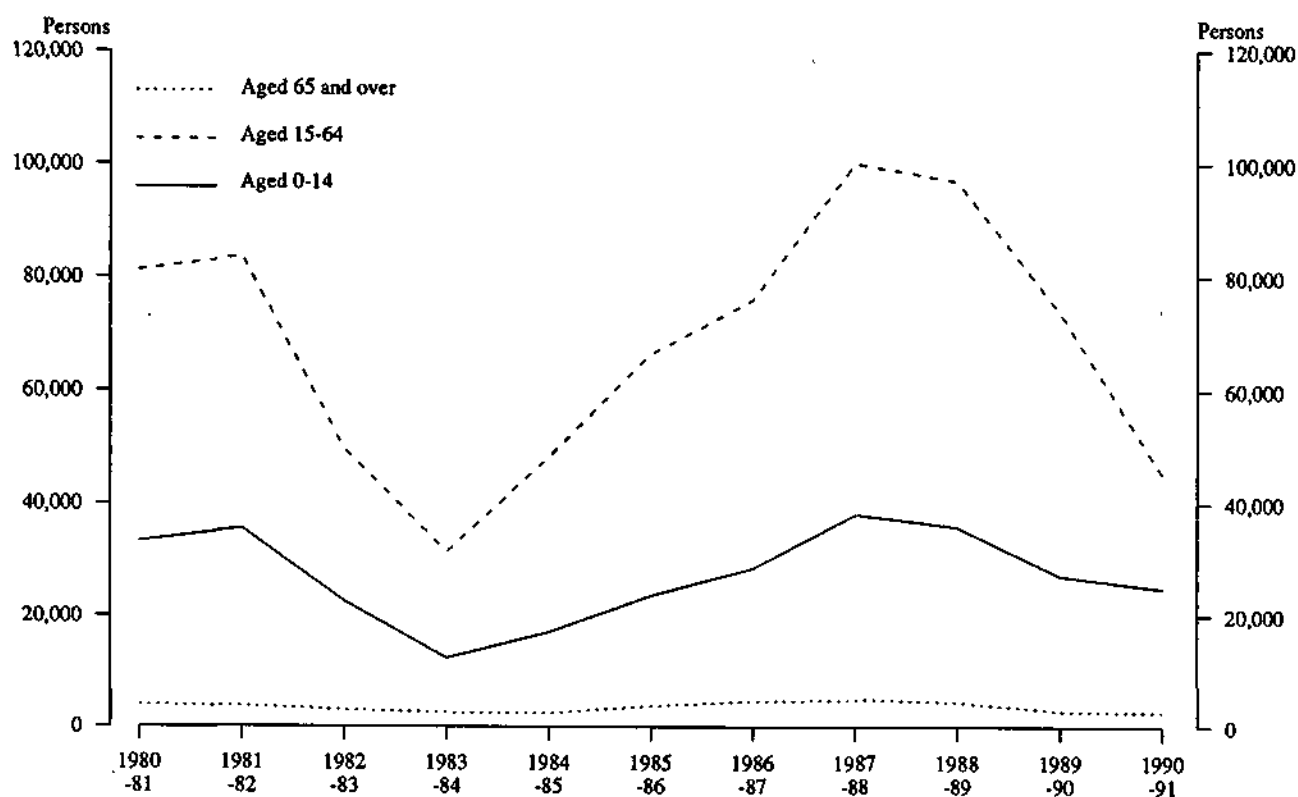
TABLE 1.2. PERMANENT AND LONG TERM OVERSEAS ARRIVALS AND DEPARTURES (a) : AGE AND SEX, AUSTRALIA

Age group (years)	Year ended 30 June											
	Arrivals						Departures					
	1986	1987	1988	1989	1990	1991	1986	1987	1988	1989	1990	1991
MALES												
0-4	7,140	8,260	10,550	10,250	8,910	9,090	3,390	3,640	3,830	4,080	4,560	5,080
5-14	14,260	15,110	18,350	18,140	15,980	15,800	5,310	5,340	5,160	5,900	6,410	6,770
15-24	19,520	20,380	23,410	25,680	24,840	23,890	9,160	9,910	10,420	11,820	14,040	14,970
25-34	25,540	27,290	33,560	34,400	33,600	34,530	13,910	14,590	15,250	17,380	20,280	23,970
35-44	16,600	17,740	21,300	22,140	20,310	21,160	8,940	8,820	9,340	10,320	11,200	13,340
45-64	11,120	11,410	13,620	14,100	13,150	13,090	6,510	6,170	6,240	7,290	8,130	8,850
65 and over	3,330	3,640	3,870	3,730	3,070	3,030	1,510	1,520	1,530	1,750	1,810	1,850
All ages	97,500	103,810	124,640	128,430	119,860	120,570	48,720	49,980	51,760	58,530	66,430	74,820
FEMALES												
0-4	6,650	8,340	10,010	9,830	8,630	8,570	3,220	3,400	3,670	3,950	4,380	4,820
5-14	12,700	14,130	17,050	17,370	15,060	14,760	5,130	4,990	5,130	5,720	6,070	6,600
15-24	19,300	21,810	24,660	26,530	25,880	26,600	9,470	10,850	11,430	13,350	15,950	16,390
25-34	24,440	27,680	32,880	33,370	31,660	34,610	12,590	13,030	13,430	15,760	18,350	20,810
35-44	12,510	13,750	16,530	17,600	16,180	16,420	6,380	6,420	6,720	7,630	8,420	9,420
45-64	9,390	10,590	12,000	12,360	10,860	11,220	5,010	4,840	4,950	5,690	6,300	6,640
65 and over	3,900	4,360	4,500	4,390	3,810	3,650	1,970	1,810	1,940	2,010	2,150	2,140
All ages	88,890	100,650	117,610	121,450	112,060	115,830	43,750	45,340	47,260	54,110	61,630	66,820
PERSONS												
0-4	13,790	16,600	20,550	20,080	17,540	17,660	6,610	7,040	7,500	8,020	8,950	9,900
5-14	26,960	29,240	35,390	35,500	31,030	30,570	10,430	10,330	10,290	11,620	12,480	13,380
15-24	38,820	42,190	48,060	52,220	50,720	50,490	18,630	20,760	21,840	25,180	29,990	31,360
25-34	49,980	54,960	66,430	67,770	65,260	69,140	26,490	27,620	28,680	33,140	38,630	44,780
35-44	29,100	31,480	37,820	39,740	36,480	37,570	15,320	15,250	16,050	17,940	19,610	22,760
45-64	20,510	21,990	25,620	26,460	24,010	24,310	11,520	11,010	11,200	12,980	14,430	15,490
65 and over	7,230	8,000	8,370	8,120	6,880	6,670	3,470	3,320	3,460	3,760	3,960	3,990
All ages	186,400	204,460	242,250	249,880	231,920	236,400	92,460	95,320	99,020	112,640	128,060	141,640

(a) Excludes 'category jumping' adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0).

CHART 1.5. NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT(a)
BY AGE, AUSTRALIA



(a) Excludes 'category jumping' adjustment. See the text above and the Technical Notes for further information.
Source: Australian Demographic Statistics (3101.0).

TABLE 1.3. NET PERMANENT AND LONG TERM OVERSEAS MOVEMENT (a) : AGE AND SEX, AUSTRALIA

Age group (years)	Year ended 30 June											
	Number						Percent					
	1986	1987	1988	1989	1990	1991	1986	1987	1988	1989	1990	1991
MALES												
0-4	3,750	4,630	6,710	6,170	4,350	4,010	4.0	4.2	4.7	4.5	4.2	4.2
5-14	8,960	9,770	13,180	12,230	9,570	9,030	9.5	9.0	9.2	8.9	9.2	9.5
15-24	10,360	10,470	12,990	13,860	10,800	8,920	11.0	9.6	9.1	10.1	10.4	9.4
25-34	11,630	12,700	18,310	17,020	13,320	10,560	12.4	11.6	12.8	12.4	12.8	11.1
35-44	7,660	8,910	11,960	11,820	9,110	7,820	8.2	8.2	8.4	8.6	8.8	8.3
45-64	4,610	5,240	7,380	6,820	5,020	4,240	4.9	4.8	5.2	5.0	4.8	4.5
65 and over	1,820	2,120	2,340	1,990	1,260	1,180	1.9	1.9	1.6	1.5	1.2	1.2
All ages	48,790	53,830	72,880	69,900	53,430	45,750	51.9	49.3	50.9	50.9	51.4	48.3
FEMALES												
0-4	3,440	4,940	6,340	5,880	4,250	3,750	3.7	4.5	4.4	4.3	4.1	4.0
5-14	7,570	9,150	11,920	11,650	8,990	8,160	8.1	8.4	8.3	8.5	8.7	8.6
15-24	9,840	10,960	13,230	13,180	9,930	10,210	10.5	10.0	9.2	9.6	9.6	10.8
25-34	11,860	14,650	19,440	17,610	13,310	13,800	12.6	13.4	13.6	12.8	12.8	14.6
35-44	6,130	7,320	9,810	9,980	7,760	7,000	6.5	6.7	6.8	7.3	7.5	7.4
45-64	4,380	5,750	7,040	6,660	4,550	4,580	4.7	5.3	4.9	4.9	4.4	4.8
65 and over	1,940	2,550	2,570	2,380	1,650	1,510	2.1	2.3	1.8	1.7	1.6	1.6
All ages	45,150	55,310	70,350	67,340	50,430	49,010	48.1	50.7	49.1	49.1	48.6	51.7
PERSONS												
0-4	7,180	9,560	13,050	12,050	8,600	7,760	7.6	8.8	9.1	8.8	8.3	8.2
5-14	16,530	18,920	25,100	23,880	18,560	17,190	17.6	17.3	17.5	17.4	17.9	18.1
15-24	20,200	21,430	26,220	27,040	20,730	19,130	21.5	19.6	18.3	19.7	20.0	20.2
25-34	23,490	27,350	37,750	34,630	26,630	24,360	25.0	25.1	26.4	25.2	25.6	25.7
35-44	13,790	16,230	21,770	21,800	16,870	14,820	14.7	14.9	15.2	15.9	16.2	15.6
45-64	8,990	10,990	14,420	13,480	9,570	8,820	9.6	10.1	10.1	9.8	9.2	9.3
65 and over	3,760	4,680	4,910	4,360	2,920	2,680	4.0	4.3	3.4	3.2	2.8	2.8
All ages	93,930	109,140	143,220	137,240	103,870	94,760	100.0	100.0	100.0	100.0	100.0	100.0

(a) Excludes 'category jumping' adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0).

TABLE 1.4. PERMANENT ARRIVALS (SETTLERS) : COUNTRY OF BIRTH BY AGE, AUSTRALIA
YEAR ENDED 30 JUNE 1991

Country of birth	Age group (years)			Total
	0 - 14	15 - 64	65 and over	
OCEANIA & ANTARCTICA —				
Fiji	790	1,630	20	2,440
New Zealand	1,970	5,250	240	7,470
Other	430	620	20	1,070
<i>Total</i>	<i>3,190</i>	<i>7,510</i>	<i>280</i>	<i>10,970</i>
EUROPE & THE USSR —				
Germany	190	670	30	890
Ireland	230	870	20	1,120
Poland	460	1,110	30	1,600
Portugal	280	580	10	870
Romania	190	420	30	640
United Kingdom	5,910	13,960	870	20,750
USSR & Baltic States	180	630	60	870
Yugoslavia	490	1,370	30	1,890
Other	840	2,800	90	3,730
<i>Total</i>	<i>8,770</i>	<i>22,410</i>	<i>1,150</i>	<i>32,330</i>
MIDDLE EAST & NORTH AFRICA —				
Egypt	220	570	10	800
Lebanon	630	2,240	20	2,890
Turkey	190	890	10	1,090
Other	710	1,630	40	2,370
<i>Total</i>	<i>1,750</i>	<i>5,330</i>	<i>80</i>	<i>7,150</i>
SOUTHEAST ASIA —				
Cambodia	30	150	10	190
Indonesia	220	840	10	1,070
Malaysia	1,670	4,020	50	5,740
Philippines	1,940	4,390	60	6,390
Singapore	410	850	10	1,280
Thailand	360	580	—	950
Viet Nam	2,620	9,710	920	13,250
Other	140	400	20	550
<i>Total</i>	<i>7,380</i>	<i>20,950</i>	<i>1,090</i>	<i>29,420</i>
NORTHEAST ASIA —				
China	330	2,660	270	3,260
Hong Kong	3,960	9,540	40	13,540
Korea	260	700	20	980
Taiwan	1,190	2,280	30	3,490
Other	180	640	10	830
<i>Total</i>	<i>5,920</i>	<i>15,820</i>	<i>370</i>	<i>22,100</i>
SOUTHERN ASIA —				
India	1,320	3,670	80	5,080
Sri Lanka	870	2,320	80	3,270
Other	300	730	10	1,040
<i>Total</i>	<i>2,490</i>	<i>6,720</i>	<i>180</i>	<i>9,390</i>
THE AMERICAS —				
Canada	290	610	10	910
Chile	210	480	20	700
United States of America(a)	610	1,250	30	1,890
Other	1,050	1,960	40	3,050
<i>Total</i>	<i>2,160</i>	<i>4,300</i>	<i>90</i>	<i>6,560</i>
AFRICA (excluding North Africa) —				
South Africa	710	1,320	60	2,080
Other	390	1,230	20	1,640
<i>Total</i>	<i>1,100</i>	<i>2,550</i>	<i>80</i>	<i>3,730</i>
Total(b)	32,770	85,600	3,320	121,690

(a) Includes America undefined. (b) Includes other and not stated.

Source: Unpublished Overseas Arrivals and Departures Statistics, Demography Section, ABS.

Labour Force Status and Other Characteristics of Migrants

In September 1990 the civilian population aged 15 and over was estimated at 13,104,300 persons. Of these approximately 27 per cent (3,510,900) were born outside Australia. The following tables focus on that group of migrants who arrived in Australia after 1970, had obtained permanent residency status and were aged 18 or more on arrival. This group numbered 1,158,900 at September 1990 representing some 9 per cent of the civilian population aged 15 and over. In March 1987, this group of migrants represented 7 per cent of the civilian population aged 15 and over.

The proportion of this group of migrants born in Europe has been steadily decreasing, with a corresponding increase in the numbers of migrants born in Asia and Oceania.

Of the migrants in this group, 829,100 were in the labour force at September 1990. Some 748,300 were employed — 77 per cent employed full-time and 14 per cent employed part-time. The remaining migrants in this group (329,800 or 28% of the group) were not in the labour force, a proportion that is lower than that estimated for the civilian population aged 18 and over (36%).

This group of migrants have been classified to various migration categories. Some 53 per cent (615,600) were classified as principal applicants, while a further 22 per cent (255,700) arrived as the partner of a principal applicant.

Of the principal applicants:

- 267,900 (44%) were sponsored by family
- 48,400 (8%) were sponsored by an employer or other organisation
- 262,900 (43%) arrived unsponsored
- 33,800 (5%) arrived as refugees.

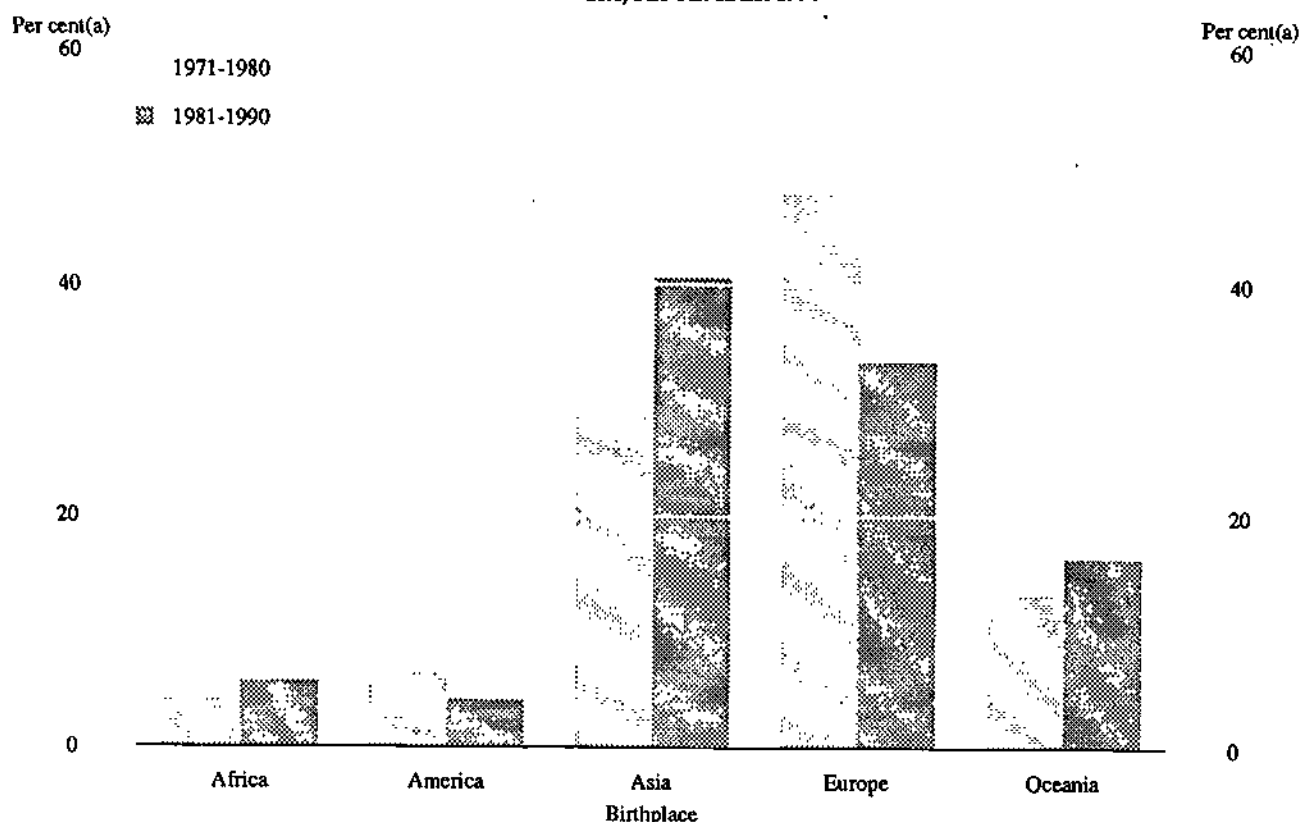
TABLE 1.5. CIVILIAN POPULATION AGED 15 AND OVER : CHARACTERISTICS OF MIGRANTS, AUSTRALIA, MARCH 1987 AND SEPTEMBER 1990

	Survey conducted in(a)							
	March 1987r (b)				September 1990			
	Males	Females —'000—	Persons	Proportion of civilian population (per cent)	Males	Females —'000—	Persons	Proportion of civilian population (per cent)
Civilian population aged 15 and over(c)—	6,018.3	6,154.3	12,172.6	100.0	6,494.4	6,609.8	13,104.3	100.0
Born in Australia	4,409.6	4,621.6	9,031.2	74.2	4,697.8	4,895.6	9,593.4	73.2
Born outside Australia	1,608.7	1,532.7	3,141.4	25.8	1,796.6	1,714.3	3,510.9	26.8
Aged 15-17 at March 1987	45.1	40.3	85.4	0.7	..	..	..	..
Aged 15-17 at September 1990	..	..	..	..	37.9	38.6	76.5	0.6
Aged less than 18 on arrival	..	..	..	..	150.6	142.8	293.6	2.2
Arrived 1970 or before	1,016.2	926.0	1,942.2	16.0	992.6	918.5	1,911.1	14.6
Arrived after 1970	547.4	566.4	1,113.8	9.2	615.6	614.1	1,229.8	9.4
Temporary residency status	21.4	16.6	38.0	0.3	43.7	27.2	70.9	0.5
Permanent residency status	526.1	549.8	1,075.9	8.8	571.9	587.0	1,158.9	8.8
Aged less than 18 on arrival	93.7	95.5	189.2	1.6	..	..	..	..
Aged 18 or more on arrival	432.4	454.3	886.7	7.3	571.9	587.0	1,158.9	8.8
Birthplace—								
Africa	24.5	25.7	50.1	0.4	27.1	29.9	57.0	0.4
America	21.5	26.7	48.0	0.4	25.4	32.6	58.1	0.4
Asia	133.8	141.7	275.4	2.3	196.7	217.6	414.2	3.2
Europe	190.6	198.5	389.1	3.2	232.6	222.8	455.4	3.5
United Kingdom and Ireland	119.7	117.9	237.6	2.0	139.7	130.1	269.8	2.1
Other countries in Europe	70.9	80.6	151.5	1.2	92.9	92.7	185.6	1.4
Oceania	62.1	61.9	124.0	1.0	90.1	84.1	174.1	1.3
New Zealand	54.2	52.3	106.6	0.9	78.2	69.4	147.5	1.1
Other countries in Oceania	7.9	9.6	17.5	0.1	11.9	14.7	26.6	0.2

(a) See the Technical Notes regarding comparability of the reference periods surveyed. (b) Prior to September 1990, the scope of the survey included persons who arrived in Australia after 1960. To enable time series comparisons, data from the March 1987 survey have been revised. See the Technical Notes. (c) Excludes institutionalised persons and boarding school pupils.

Source: Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0).

CHART 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970
AGED 18 AND OVER: BIRTHPLACE AND PERIOD OF ARRIVAL,
AUSTRALIA, SEPTEMBER 1990



(a) For each 'period of arrival', the percentage distribution by birthplace.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)*.

TABLE 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER: MIGRATION CATEGORY AND
LABOUR FORCE STATUS, AUSTRALIA, SEPTEMBER 1990

Migration category	Employed			Unem- ployed — '000 —	Labour force	Not in labour force	Total	Unemploy- ment rate — per cent —	Partici- pation rate
	Full-time	Part-time	Total						
New Zealand(a)	107.0	16.1	123.1	9.2	132.3	28.2	160.5	7.0	82.5
Principal applicant	374.0	45.0	418.9	44.6	463.6	152.1	615.6	9.6	75.3
Refugee	20.9	* 1.8	22.7	4.2	26.9	6.9	33.8	15.5	79.6
Other	353.0	43.2	396.2	40.5	436.7	145.2	581.8	9.3	75.1
Sponsored	175.4	23.1	198.5	20.0	218.4	100.4	318.9	9.1	68.5
By family	136.4	20.1	156.5	16.7	173.1	94.8	267.9	9.6	64.6
By employer	26.7	* 1.4	28.2	* 1.1	29.2	* 2.3	31.5	* 3.7	92.8
By other organisation	10.3	* 1.5	11.8	* 2.2	14.0	* 2.9	16.9	* 16.0	82.9
Did not know	* 1.9	* 0.1	* 2.1	* 0.0	* 2.1	* 0.5	* 2.6	* 0.0	* 79.6
Unsponsored	177.6	20.1	197.7	20.5	218.2	44.7	262.9	9.4	83.0
Partner of principal applicant	91.0	38.0	128.9	17.0	145.9	109.7	255.7	11.6	57.1
Principal applicant's migration status—									
Refugee	3.8	* 1.2	5.0	* 1.0	6.0	5.3	11.4	* 17.2	52.9
Other	80.1	34.2	114.3	15.2	129.5	97.5	227.0	11.7	57.1
Arrived with spouse/partner who was principal applicant	7.0	* 2.6	9.6	* 0.8	10.4	6.9	17.3	* 7.4	59.9
Other	37.1	8.1	45.1	6.4	51.5	20.5	72.0	12.4	71.6
No application form completed	17.9	4.0	21.8	* 3.2	25.0	11.1	36.1	* 12.7	69.2
Don't know	8.6	* 1.9	10.5	* 0.3	10.7	8.3	19.0	* 2.4	56.5
Total	635.5	112.9	748.3	80.7	829.1	329.8	1,158.9	9.7	71.5

(a) Includes persons born in New Zealand and those whose place of last residence was New Zealand.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)*.

Educational Attainment

The number of persons aged 15 to 69 at February 1991 was estimated at 11,985,900 of whom 4,896,100 (41%) reported having a post-school qualification; 6,491,900 (54%) reported being without post-school qualifications and the remaining 597,800 (5%) were still attending school.

Of the 4,869,100 persons with post-school qualifications 2,229,200 (46%) had a certificate or diploma; 1,571,700 (32%) had a trade qualification; 1,047,200 (22%) had a degree or higher qualification and 47,900 (1%) had other post-school qualifications.

The estimate of 6,491,900 persons without post-school qualifications comprises 1,607,100 (25%) who had attended the highest level of secondary school available, 4,819,600 (74%) who had left before reaching the highest level of secondary school available, 37,300 who had never attended school and 27,900 for whom secondary school qualifications could not be determined.

TABLE 1.7. CIVILIAN POPULATION AGED 15 TO 69 : AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1991 ('000)

	Age (years)						
Educational attainment	15-19	20-24	25-34	35-44	45-54	55-69	Total
MALES							
With post-school qualifications	25.4	258.9	762.8	768.2	520.4	451.9	2,787.5
Degree	*0.3	52.2	185.5	202.2	105.0	76.3	621.5
Trade qualification	7.8	138.3	389.2	349.0	268.0	258.3	1,410.5
Certificate or diploma	15.8	65.8	180.2	211.6	144.1	110.8	728.4
Other	*1.5	*2.5	7.9	5.5	*3.3	6.5	27.1
Without post-school qualifications(a)	365.8	420.5	614.8	529.2	421.2	583.6	2,935.1
Attended highest level of secondary school available	173.6	191.2	171.1	128.3	68.2	63.4	795.8
Did not attend highest level of secondary school available	191.9	228.1	439.5	395.6	346.3	509.0	2,110.4
Never attended school	*0.4	*0.2	*1.9	*3.0	3.6	8.2	17.3
Still at school	303.2	*1.8	..	..	..	..	304.9
Total	694.3	681.2	1,377.6	1,297.4	941.5	1,035.5	6,027.5
FEMALES							
With post-school qualifications	53.3	273.7	649.4	569.5	319.7	243.1	2,108.6
Degree	*0.1	59.5	161.9	125.9	49.8	28.5	425.7
Trade qualification	*2.1	21.7	40.3	39.6	27.8	29.7	161.2
Certificate or diploma	50.2	189.2	440.4	401.0	237.6	182.5	1,500.9
Other	*0.8	*3.4	6.7	*3.0	4.5	*2.3	20.8
Without post-school qualifications(a)	320.8	393.3	731.0	724.6	576.9	810.2	3,556.9
Attended highest level of secondary school available	186.6	171.0	178.7	127.0	75.4	72.7	811.4
Did not attend highest level of secondary school available	133.1	219.9	547.0	588.3	496.3	724.7	2,709.2
Never attended school	*0.4	*0.0	*1.6	4.3	*3.1	10.6	20.0
Still at school	291.2	*1.6	..	..	..	..	292.9
Total	665.4	668.6	1,380.4	1,294.1	896.6	1,053.3	5,958.3
ALL PERSONS							
With post-school qualifications	78.6	532.6	1,412.2	1,337.6	840.1	695.0	4,896.1
Degree	*0.5	111.7	347.5	328.0	154.8	104.8	1,047.2
Trade qualification	9.9	160.0	429.5	388.6	295.7	288.0	1,571.7
Certificate or diploma	65.9	255.0	620.7	612.6	381.7	293.4	2,229.2
Other	*2.3	5.9	14.6	8.5	7.8	8.9	47.9
Without post-school qualifications(a)	686.6	813.8	1,345.8	1,253.8	998.1	1,393.8	6,491.9
Attended highest level of secondary school available	360.2	362.2	349.8	255.3	143.6	136.1	1,607.1
Did not attend highest level of secondary school available	325.0	448.0	986.5	983.9	842.5	1,233.7	4,819.6
Never attended school	*0.8	*0.2	3.5	7.3	6.8	18.8	37.3
Still at school	594.4	*3.4	..	..	..	..	597.8
Total	1,359.7	1,349.8	2,758.0	2,591.5	1,838.2	2,088.8	11,985.9

(a) Includes persons for whom secondary school qualifications could not be determined.

Source: Labour Force Status and Educational Attainment, Australia, February 1991 (6235.0).

Participation in Education

Between September 1989 and 1991 there was an estimated population increase of 4,300 among 15 to 24 year olds while the number in this group attending an educational institution rose by 91,100. In September 1991, 47.9 per cent (1,307,600) of 15 to 24 year olds were attending an educational institution, an increase of 3 percentage points since September 1989.

TABLE 1.8. PERSONS AGED 15 TO 24 : AGE, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF INSTITUTION ATTENDING, AUSTRALIA, SEPTEMBER 1989 TO SEPTEMBER 1991

Age	Number			Education participation rate		
	1989	1990 —'000—	1991	1989	1990 —per cent—	1991
ATTENDING SCHOOL						
15-19	672.8	673.4	697.6	48.1	48.7	52.0
15	246.5	243.6	240.4	93.7	94.7	95.5
16	214.0	204.9	214.5	78.0	77.1	83.1
17	156.6	162.7	176.3	54.4	58.9	66.4
18	47.3	52.6	59.7	16.1	18.2	21.5
19	8.2	9.7	6.6	2.9	3.3	2.3
20-24	*2.7	5.4	8.6	*0.2	0.4	0.6
20	*2.2	*2.8	4.9	*0.8	*0.1	1.7
21	*0.1	*1.4	*1.2	*0.0	*0.5	*0.4
22	*0.1	*0.2	*1.1	*0.0	*0.1	*0.4
23	*0.0	*0.7	*0.4	*0.0	*0.3	*0.2
24	*0.3	*0.3	*0.9	*0.1	*0.1	*0.3
Total	675.4	678.9	706.2	24.8	24.9	25.8
ATTENDING TERTIARY						
15-19	261.9	259.5	259.5	18.7	18.8	19.3
15	*2.5	*2.0	*1.6	*0.9	*0.8	*0.6
16	13.0	18.1	10.8	4.7	6.8	4.2
17	39.8	35.4	30.6	13.8	12.8	11.5
18	100.7	96.0	100.7	34.3	33.3	36.3
19	106.0	108.1	115.9	37.9	36.6	40.0
20-24	279.1	294.2	341.9	21.1	21.9	24.6
20	89.1	84.7	113.6	32.6	30.2	38.2
21	69.1	71.9	79.3	26.0	26.0	27.9
22	46.1	56.6	60.7	17.8	21.2	21.9
23	44.2	47.7	45.3	17.0	18.3	16.9
24	30.6	33.2	43.0	11.7	12.8	16.4
Total	541.0	553.6	601.4	19.9	20.3	22.0
ATTENDING AN EDUCATIONAL INSTITUTION						
15-19	934.7	932.9	957.1	66.8	67.4	71.3
15	249.0	245.5	242.0	94.6	95.4	96.1
16	227.1	222.9	225.3	82.8	83.9	87.2
17	196.4	198.1	206.9	68.2	71.7	77.9
18	148.1	148.5	160.3	50.4	51.5	57.8
19	106.0	117.8	122.5	37.9	39.7	42.3
20-24	281.8	299.6	350.5	21.3	22.3	25.2
20	91.3	87.5	118.5	33.4	31.1	39.9
21	69.2	73.3	80.5	26.0	26.5	28.3
22	46.1	56.8	61.9	17.8	21.2	22.3
23	44.2	48.4	45.7	17.0	18.6	17.1
24	30.9	33.5	43.9	11.8	12.9	16.7
Total	1,216.5	1,232.5	1,307.6	44.7	45.2	47.9
TOTAL (a)						
15-19	1,398.9	1,383.1	1,342.6	..	..	..
15	263.2	257.3	251.8	..	..	..
16	274.4	265.6	258.2	..	..	..
17	287.8	276.4	265.7	..	..	..
18	294.0	288.6	277.4	..	..	..
19	279.5	295.1	289.5	..	..	..
20-24	1,320.1	1,345.2	1,389.6	..	..	..
20	273.6	280.9	297.4	..	..	..
21	265.7	276.9	284.3	..	..	..
22	259.4	267.4	277.8	..	..	..
23	259.4	260.9	267.9	..	..	..
24	261.9	259.1	262.3	..	..	..
Total	2,718.9	2,728.3	2,723.2	..	..	..

(a) Includes persons not attending an educational institution.

Source: Participation in Education, Australia, September 1991 (6272.0).

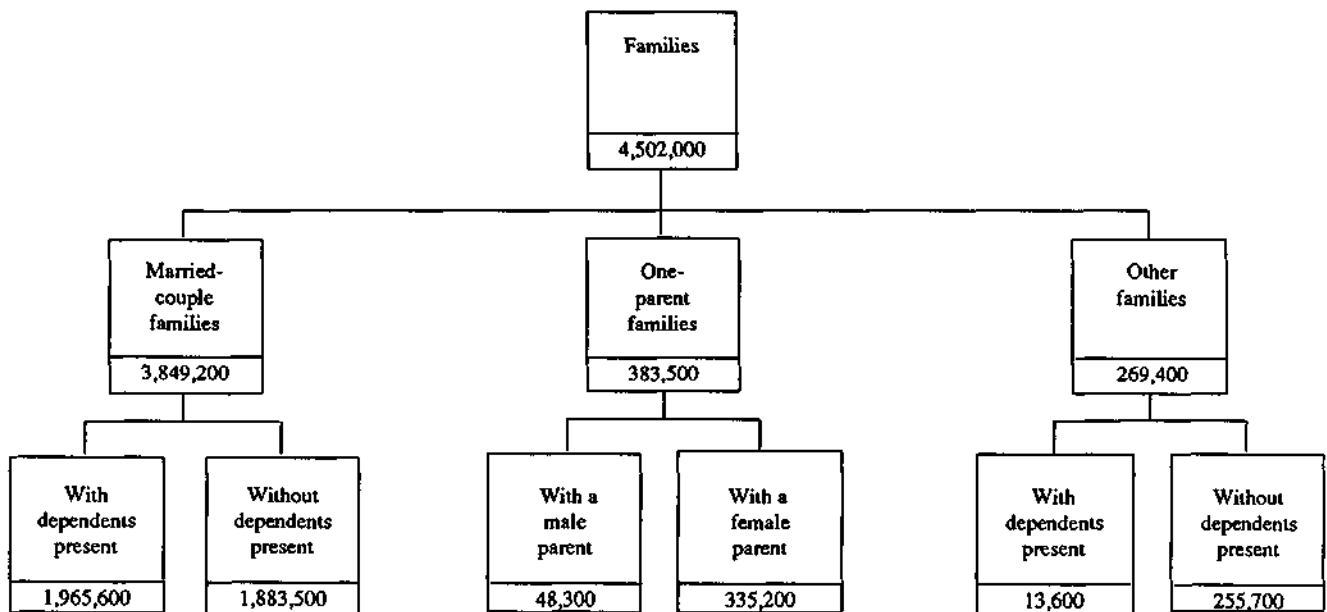
Families

In June 1991 an estimated 12,917,000 persons aged 15 years and over were usual residents of private dwellings in Australia. Of these, family status could be determined for a sub-population of 12,637,000 persons.

Within this sub-population 10,704,500 persons were members of 4,502,000 families. There were 3,849,200 *married-couple families*, 51 per cent of whom had dependents present. The number of *one-parent families* with a male parent was 48,300 and the number of *one-parent families* with a female parent was 335,200. The number of *other families* was 269,400.

Within the sub-population there were 1,932,500 persons who were not members of a family; 60 per cent of these persons lived alone.

CHART 1.7. AUSTRALIAN FAMILIES, JUNE 1991



Source: *Labour Force Status and Other Characteristics of Families, Australia, June 1991* (6224.0).

CHAPTER 2

THE LABOUR FORCE

The concept of the labour force is fundamental to the measurement of employment and unemployment.

The labour force is defined broadly as those persons who, during a particular week, are either employed or unemployed. The labour force represents the total supply of labour available to the labour market during a given week.

The participation rate, which represents the proportion of the working age population (defined to be those aged 15 and over) who are in the labour force is an important labour force measure. Analysis of the participation rates provides a basis for monitoring changes in the size and composition of labour supply, particularly in terms of age, sex and marital status. Other characteristics such as birthplace, educational attainment and family characteristics also have to be taken into account in an analysis of the labour force.

The need to reflect the dynamic structure of the labour market and the changes required to respond to evolving socio-economic conditions and policy concerns have resulted in significant modifications to the original Labour Force Survey framework that was developed in the 1960s. An ever-increasing demand to obtain information concerning underemployment and information on persons wanting to work but not defined as unemployed has led to improvements to the conceptual basis of the Australian labour force framework. The conceptual framework is set out schematically on the next page.

This chapter presents some summary statistics on the civilian labour force. The principal source for statistics on the civilian labour force is the ABS population survey, which consists of the monthly labour force survey and associated supplementary surveys. The labour force survey collects information on the labour force status of individuals (i.e. whether they are employed, unemployed or not in the labour force) together with a range of demographic and other characteristics. It provides the basis for an analysis of underemployment and underutilisation of labour, a topic addressed in Chapter 3. The supplementary surveys cover a range of topics. For example the Survey of Labour Force Experience examines the movements into and out of the labour force over twelve months.

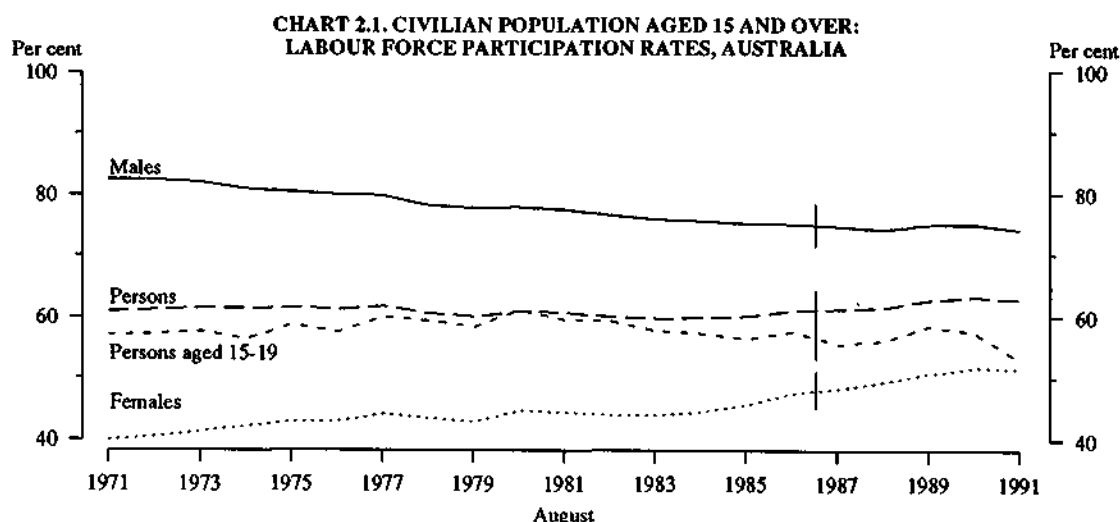
Members of the permanent Defence Forces are excluded from the labour force survey and therefore from discussion in the remainder of this publication. Their numbers totalled 61,100 males and 8,300 females at the end of June 1991.

Labour force

In August 1991, of the 8,475,200 persons in the labour force, 4,946,200 were males and 3,528,900 were females.

The labour force participation rate for persons increased by 12.0 percentage points over the decade August 1981 to August 1991 to 62.7 per cent. This increase was attributable to an increase of 7.1 percentage points in the female participation rate. The labour force participation rate for males has decreased by 3.4 percentage points to 74.1 per cent.

There were large increases in the labour force participation rate for females in both the 35 to 44 age group (13.8 percentage points) and the 45 to 54 age group (13.7 percentage points), to 71.9 and 62.7 per cent respectively. The participation rate for females aged 25 to 34 increased by 12.7 percentage points over the decade, while the participation rates for both males and females in the 15 to 19 and the 65 and over age groups fell.



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

THE AUSTRALIAN LABOUR FORCE FRAMEWORK

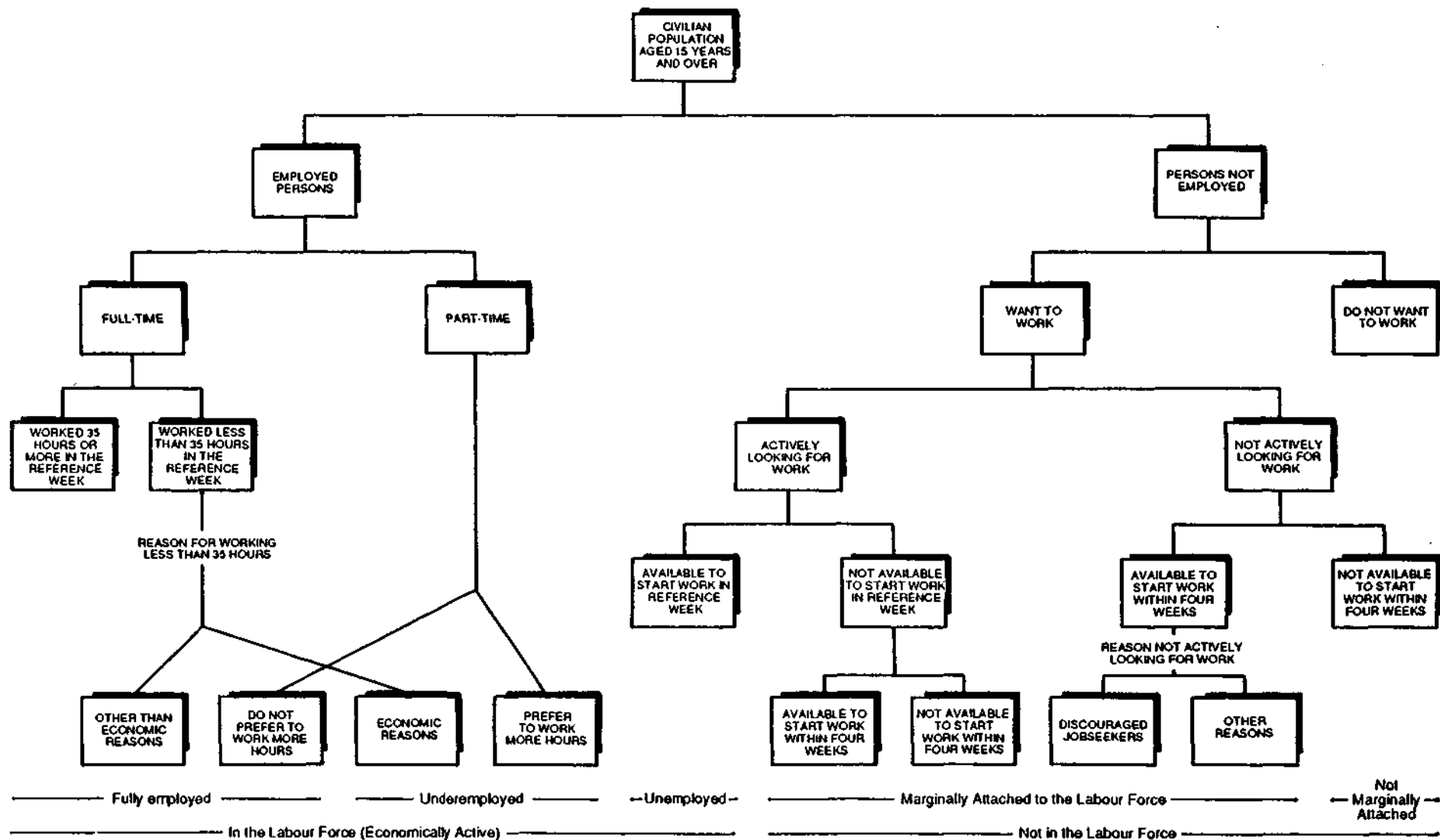


TABLE 2.1. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, AUSTRALIA, AUGUST 1971 TO AUGUST 1991

August	Employed		Unemployed		Total —'000—	Labour force	Not in labour force	Civilian population aged 15 and over	Un- employ- ment rate —per cent—	Partici- pation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work						
MALES										
1971	3,600.4	3,712.7	39.9	*	43.8	3,756.5	799.6	4,556.1	1.2	82.5
1972	3,632.3	3,757.7	67.7	7.0	74.8	3,832.5	813.8	4,646.2	2.0	82.5
1973	3,697.5	3,839.6	38.3	13.0	51.3	3,891.0	847.9	4,738.8	1.3	82.1
1974	3,710.9	3,847.1	60.0	7.9	67.9	3,914.9	920.5	4,835.4	1.7	81.0
1975	3,668.4	3,820.6	122.5	16.3	138.8	3,959.4	956.6	4,916.0	3.5	80.5
1976	3,665.6	3,836.3	142.7	13.9	156.6	3,992.9	1,000.1	4,993.0	3.9	80.0
1977	3,682.6	3,866.8	168.5	21.6	190.1	4,056.9	1,024.9	5,081.8	4.7	79.8
1978	3,642.5	3,850.9	207.9	14.3	222.2	4,073.1	1,137.7	5,210.8	5.5	78.2
1979	3,715.9	3,921.2	184.0	13.5	197.5	4,118.7	1,177.6	5,296.3	4.8	77.8
1980	3,773.8	3,982.8	193.9	15.7	209.6	4,192.4	1,193.2	5,385.6	5.0	77.9
1981	3,835.6	4,057.9	187.8	12.7	200.5	4,258.4	1,236.6	5,494.9	4.7	77.5
1982	3,782.5	4,024.3	250.4	21.3	271.7	4,296.0	1,314.6	5,610.6	6.3	76.6
1983	3,663.4	3,903.6	409.5	20.2	429.7	4,333.3	1,379.2	5,712.5	9.9	75.9
1984	3,772.5	4,018.0	358.6	22.6	381.2	4,399.2	1,418.8	5,818.0	8.7	75.6
1985	3,856.7	4,111.1	325.4	23.7	349.1	4,460.2	1,469.5	5,929.8	7.8	75.2
1986(a)	3,922.3	4,202.6	320.9	28.3	349.3	4,551.9	1,509.4	6,061.2	7.7	75.1
1987	3,960.0	4,277.1	317.2	29.8	347.1	4,624.2	1,565.4	6,189.6	7.5	74.7
1988	4,076.4	4,382.1	279.9	25.8	305.7	4,687.8	1,633.9	6,321.7	6.5	74.2
1989	4,217.5	4,571.9	230.7	30.0	260.7	4,832.6	1,619.7	6,452.3	5.4	74.9
1990	4,218.5	4,583.8	305.1	32.8	338.0	4,921.8	1,641.1	6,562.8	6.9	75.0
1991	4,035.4	4,443.7	465.4	37.2	502.6	4,946.3	1,728.3	6,674.6	10.2	74.1
FEMALES										
1971	1,339.2	1,803.0	30.2	18.7	48.9	1,851.9	2,783.1	4,635.0	2.6	40.0
1972	1,356.1	1,852.1	43.4	25.9	69.3	1,921.4	2,811.6	4,733.0	3.6	40.6
1973	1,395.4	1,943.3	28.8	25.6	54.5	1,997.8	2,826.8	4,824.6	2.7	41.4
1974	1,416.9	2,008.1	45.8	27.2	73.1	2,081.2	2,851.8	4,933.0	3.5	42.2
1975	1,378.5	2,020.8	93.0	46.6	139.7	2,160.3	2,859.6	5,019.9	6.5	43.0
1976	1,371.3	2,061.5	94.1	42.0	136.1	2,197.6	2,909.8	5,107.4	6.2	43.0
1977	1,411.9	2,128.6	114.8	54.4	169.2	2,297.8	2,904.3	5,202.1	7.4	44.2
1978	1,402.9	2,154.4	126.5	49.6	176.1	2,330.5	3,029.1	5,359.7	7.6	43.5
1979	1,397.2	2,157.4	131.8	48.1	179.9	2,337.4	3,117.0	5,454.4	7.7	42.9
1980	1,477.3	2,298.5	140.7	44.2	184.9	2,483.4	3,071.7	5,555.1	7.4	44.7
1981	1,501.5	2,335.8	135.9	44.2	180.1	2,515.9	3,154.6	5,670.5	7.2	44.4
1982	1,503.4	2,355.0	137.2	52.5	189.7	2,544.7	3,242.8	5,787.5	7.5	44.0
1983	1,486.9	2,337.4	197.9	59.3	257.1	2,594.6	3,299.1	5,893.7	9.9	44.0
1984	1,546.3	2,448.1	165.0	57.9	222.8	2,671.0	3,319.9	5,990.9	8.3	44.6
1985	1,607.3	2,564.5	162.7	60.9	223.6	2,788.1	3,313.6	6,101.6	8.0	45.7
1986(a)	1,686.5	2,716.0	170.9	77.5	248.4	2,964.4	3,266.3	6,230.6	8.4	47.6
1987	1,711.1	2,815.2	177.8	77.1	255.0	3,070.2	3,291.4	6,361.6	8.3	48.3
1988	1,798.1	2,971.3	165.5	67.4	233.0	3,204.2	3,288.6	6,492.9	7.3	49.4
1989	1,891.5	3,155.7	139.4	69.3	208.7	3,364.4	3,258.7	6,623.1	6.2	50.8
1990	1,941.3	3,241.2	173.2	76.3	249.5	3,490.7	3,242.7	6,733.4	7.1	51.8
1991	1,907.6	3,225.5	221.6	81.8	303.4	3,528.9	3,317.0	6,845.9	8.6	51.5
PERSONS										
1971	4,939.6	5,515.7	70.1	22.6	92.7	5,608.4	3,582.7	9,191.1	1.7	61.0
1972	4,988.4	5,609.9	111.1	32.9	144.0	5,753.9	3,625.3	9,379.2	2.5	61.3
1973	5,092.9	5,783.0	67.2	38.6	105.8	5,888.7	3,674.7	9,563.4	1.8	61.6
1974	5,127.8	5,855.2	105.8	35.1	140.9	5,996.1	3,772.3	9,768.4	2.4	61.4
1975	5,046.8	5,841.3	215.5	62.9	278.4	6,119.7	3,816.2	9,935.9	4.6	61.6
1976	5,036.9	5,897.8	236.8	55.9	292.7	6,190.5	3,909.8	10,100.4	4.7	61.3
1977	5,049.6	5,995.4	283.3	76.0	359.3	6,354.7	3,929.2	10,283.9	5.7	61.8
1978	5,045.3	6,005.4	334.4	63.9	398.3	6,403.7	4,166.8	10,570.5	6.2	60.6
1979	5,113.1	6,078.5	315.8	61.7	377.5	6,456.0	4,294.6	10,750.7	5.9	60.1
1980	5,251.1	6,281.4	334.6	59.9	394.5	6,675.9	4,264.9	10,940.7	5.9	61.0
1981	5,337.1	6,393.7	323.7	56.9	380.6	6,774.3	4,391.2	11,165.5	5.6	60.7
1982	5,285.9	6,379.3	387.6	73.8	461.4	6,840.7	4,557.4	11,398.1	6.7	60.0
1983	5,150.3	6,241.1	607.4	79.5	686.8	6,927.9	4,678.3	11,606.2	9.9	59.7
1984	5,318.8	6,466.1	523.5	80.5	604.0	7,070.1	4,738.7	11,808.8	8.5	59.9
1985	5,464.0	6,675.6	488.0	84.7	572.7	7,248.3	4,783.1	12,031.4	7.9	60.2
1986(a)	5,608.8	6,918.6	491.8	105.8	597.6	7,516.2	4,775.7	12,291.9	8.0	61.1
1987	5,671.1	7,092.3	495.1	107.0	602.0	7,694.4	4,856.8	12,551.2	7.8	61.3
1988	5,874.6	7,353.4	445.4	93.3	538.7	7,892.1	4,922.5	12,814.5	6.8	61.6
1989	6,108.9	7,727.6	370.1	99.3	469.4	8,197.0	4,878.5	13,075.4	5.7	62.7
1990	6,159.8	7,825.0	478.3	109.1	587.4	8,412.5	4,883.7	13,296.2	7.0	63.3
1991	5,943.0	7,669.2	687.0	119.1	806.0	8,475.2	5,045.3	13,520.5	9.5	62.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 2.2. LABOUR FORCE PARTICIPATION RATES BY AGE, AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(per cent)

	Age group								
August	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
1981	61.8	91.3	95.3	95.2	91.3	81.1	51.2	10.6	77.5
1982	62.4	89.3	94.9	95.1	90.0	79.1	47.7	9.2	76.6
1983	58.2	89.6	95.4	95.0	90.4	78.2	42.8	8.6	75.9
1984	59.0	89.4	95.1	94.7	90.0	76.7	43.4	9.0	75.6
1985	57.7	89.7	94.5	94.8	90.0	76.4	42.6	8.9	75.2
1986(a)	58.5	89.1	94.8	94.4	90.0	75.7	45.1	8.4	75.1
1987	57.4	89.4	94.6	94.4	89.5	74.5	44.7	8.5	74.7
1988	56.4	90.1	93.7	94.2	87.3	73.6	47.2	8.4	74.2
1989	59.6	89.2	94.8	93.3	88.7	74.9	49.8	8.5	74.9
1990	58.1	88.7	94.2	94.3	89.6	76.0	50.6	8.5	75.0
1991	53.5	87.1	94.3	93.8	89.8	71.9	49.6	9.1	74.1
FEMALES									
1981	57.1	70.7	52.9	58.1	49.0	29.8	12.0	2.6	44.4
1982	56.1	70.0	53.6	58.0	49.5	26.0	9.1	2.5	44.0
1983	57.0	70.8	52.8	58.0	48.5	28.3	12.1	2.1	44.0
1984	55.6	71.8	54.9	58.7	50.1	27.6	11.5	2.5	44.6
1985	56.0	73.6	57.6	61.4	50.2	27.1	11.2	2.0	45.7
1986(a)	56.6	74.6	60.1	64.7	54.4	28.7	12.7	1.9	47.6
1987	53.6	75.6	61.9	65.8	55.3	30.4	13.2	2.6	48.3
1988	56.0	75.8	62.0	68.2	57.0	31.4	14.5	2.5	49.4
1989	57.1	77.4	65.0	69.8	59.3	32.1	13.6	2.2	50.8
1990	56.8	78.8	65.1	72.1	61.0	33.8	16.3	2.3	51.8
1991	52.6	76.7	65.6	71.9	62.7	35.7	14.6	2.4	51.5
PERSONS									
1981	59.5	81.0	74.2	76.9	70.6	55.4	30.7	5.9	60.7
1982	59.3	79.6	74.3	76.9	70.2	52.5	27.9	5.3	60.0
1983	57.6	80.2	74.1	76.8	69.9	53.4	26.9	4.8	59.7
1984	57.3	80.6	74.9	77.0	70.5	52.5	27.0	5.2	59.9
1985	56.9	81.7	76.0	78.4	70.6	52.1	26.5	4.9	60.2
1986(a)	57.6	81.9	77.4	79.7	72.7	52.6	28.6	4.7	61.1
1987	55.6	82.6	78.2	80.3	72.8	52.8	28.6	5.1	61.3
1988	56.2	83.0	77.9	81.3	72.5	52.8	30.6	5.0	61.6
1989	58.4	83.4	79.9	81.7	74.4	53.8	31.6	4.9	62.7
1990	57.4	83.8	79.7	83.3	75.7	55.2	33.4	4.9	63.3
1991	53.0	81.9	80.0	82.9	76.6	54.0	32.1	5.3	62.7

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

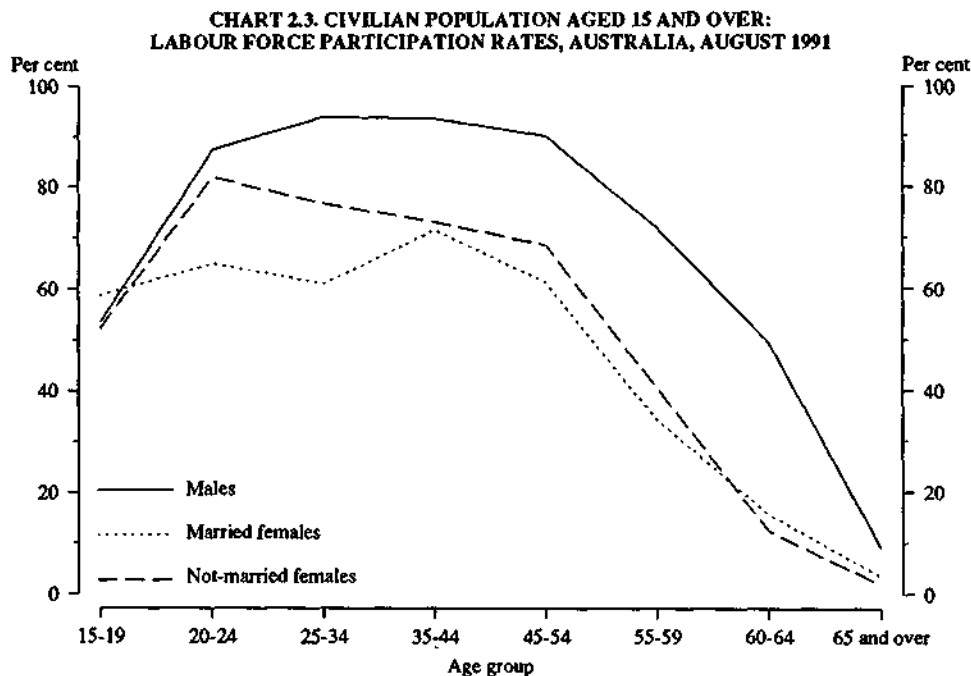


TABLE 2.3. LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER:
STATES AND TERRITORIES, AUGUST 1991

State or Territory	Employed		Unemployed		Total	Labour force	Not in labour force	Civilian population aged 15 and over	Unemployment rate — per cent —	Participation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work						
				— '000 —						
MALES										
New South Wales	1,385.7	1,513.0	147.1	11.2	158.3	1,671.3	595.3	2,266.7	9.5	73.7
Victoria	1,020.9	1,120.8	125.3	11.1	136.5	1,257.2	452.3	1,709.5	10.9	73.5
Queensland	692.6	767.3	76.0	5.3	81.3	848.6	293.3	1,141.9	9.6	74.3
South Australia	328.0	366.2	42.4	3.5	45.9	412.1	158.0	570.1	11.1	72.3
Western Australia	395.0	439.5	51.7	3.4	55.1	494.6	150.0	644.7	11.1	76.7
Tasmania	99.8	111.4	14.3	* 0.9	15.2	126.6	48.1	174.7	12.0	72.4
Northern Territory	40.5	42.6	4.8	* 0.2	5.0	47.6	10.7	58.3	10.6	81.7
Australian Capital Territory	73.0	82.9	3.7	1.6	5.3	88.2	20.5	108.7	6.0	81.1
Australia	4,035.4	4,443.7	465.4	37.2	502.6	4,946.3	1,728.3	6,674.6	10.2	74.1
FEMALES										
New South Wales	662.2	1,069.1	69.5	27.6	97.1	1,166.2	1,170.8	2,337.0	8.3	49.9
Victoria	501.3	851.3	56.9	18.9	75.7	927.1	843.9	1,771.0	8.2	52.3
Queensland	310.0	540.9	41.3	14.0	55.3	596.2	566.5	1,162.7	9.3	51.3
South Australia	153.3	269.6	19.3	7.9	27.2	296.8	289.0	585.9	9.2	50.7
Western Australia	169.3	315.0	23.8	9.0	32.8	347.8	295.2	643.1	9.4	54.1
Tasmania	43.1	80.1	7.0	1.8	8.8	88.9	91.4	180.3	9.9	49.3
Northern Territory	23.2	32.4	* 1.7	* 0.7	2.4	34.8	20.0	54.8	6.9	63.4
Australian Capital Territory	45.2	67.0	2.1	2.0	4.1	71.1	40.1	111.2	5.7	64.0
Australia	1,907.6	3,225.5	221.6	81.8	303.4	3,528.9	3,317.0	6,845.9	8.6	51.5
PERSONS										
New South Wales	2,047.8	2,582.1	216.6	38.8	255.4	2,837.5	1,766.1	4,603.6	9.0	61.6
Victoria	1,522.2	1,972.1	182.2	30.0	212.2	2,184.3	1,296.2	3,480.5	9.7	62.8
Queensland	1,002.6	1,308.2	117.3	19.2	136.6	1,444.8	859.8	2,304.6	9.5	62.7
South Australia	481.3	635.8	61.7	11.5	73.2	708.9	447.0	1,156.0	10.3	61.3
Western Australia	564.3	754.5	75.6	12.4	88.0	842.4	445.3	1,287.7	10.4	65.4
Tasmania	142.9	191.6	21.3	2.7	23.9	215.5	139.6	355.1	11.1	60.7
Northern Territory	63.7	75.0	6.5	* 0.9	7.4	82.4	30.7	113.2	9.0	72.8
Australian Capital Territory	118.2	149.9	5.8	3.6	9.4	159.3	60.6	219.9	5.9	72.5
Australia	5,943.0	7,669.2	687.0	119.1	806.0	8,475.2	5,045.3	13,520.5	9.5	62.7

Source: The Labour Force, Australia (6203.0).

TABLE 2.4. CIVILIAN LABOUR FORCE BY BIRTHPLACE, AUSTRALIA, AUGUST 1991

	<i>Employed</i>		<i>Unemployed</i>		<i>Labour force</i>	<i>Unemployment rate</i>	<i>Participation rate</i>
	<i>Full-time workers</i>	<i>Total</i>	<i>Looking for full-time work</i> <i>— '000 —</i>	<i>Total</i>			
Born in Australia	4,390.6	5,743.0	465.3	549.9	6,292.9	8.7	64.7
Born outside Australia	1,552.5	1,926.2	221.6	256.2	2,182.3	11.7	61.2
Main English Speaking Countries	690.8	872.5	77.0	88.1	960.6	9.2	65.6
Other Countries	861.6	1,053.6	144.6	168.0	1,221.7	13.8	58.1
Oceania	165.6	202.8	23.4	27.2	230.0	11.8	74.3
New Zealand	135.9	168.8	16.5	19.0	187.8	10.1	77.0
Europe and the USSR	965.1	1,209.1	118.4	133.3	1,342.4	9.9	59.2
Germany	51.7	65.5	4.4	4.9	70.4	7.0	65.5
Greece	59.4	71.8	8.6	9.3	81.2	11.5	57.6
Italy	102.0	126.5	11.6	13.0	139.5	9.3	50.3
Netherlands	41.5	51.9	* 3.4	3.9	55.8	7.0	59.1
UK and Ireland	506.0	640.2	56.2	63.4	703.6	9.0	62.7
Yugoslavia	79.7	93.5	13.9	16.2	109.7	14.7	64.0
The Middle East and North Africa	62.9	73.6	19.1	20.8	94.4	22.0	57.6
Lebanon	22.2	25.5	10.9	11.5	37.0	31.0	54.5
Southeast Asia	138.8	165.0	31.0	35.7	200.7	17.8	61.1
Malaysia	32.3	39.2	* 2.9	4.2	43.4	9.8	68.5
Philippines	31.3	37.7	5.5	6.5	44.2	14.6	68.4
Viet Nam	37.4	43.3	15.5	17.3	60.6	28.6	56.3
Northeast Asia	69.6	88.3	9.1	13.8	102.0	13.5	55.4
China	40.5	50.2	6.5	9.1	59.3	15.4	66.9
The Americas	54.7	66.9	7.0	9.2	76.1	12.1	67.9
Other	95.8	120.5	13.7	16.1	136.6	11.8	67.8
India	30.7	35.8	3.8	4.2	40.0	10.5	71.0

Source: The Labour Force, Australia (6303.0).

Characteristics of Migrants who arrived in Australia after 1970

An estimated 39 per cent of persons who migrated to Australia in the period 1971-1990 (and were aged 18 and over on arrival) last resided in Europe. A further 33 per cent of migrants who arrived in this period last resided in Asia.

In September 1990, persons whose country of last residence was in Asia had the highest unemployment rate of 12.8 per cent, followed by those whose country of last residence was in Europe or America (9.2% and 8.2% respectively). Persons who last resided in Oceania had the lowest unemployment rate at 7.1 per cent.

Persons whose country of last residence was New Zealand had the highest participation rate (81.7%), with males recording 92.4 per cent and females 69.7 per cent, while those who last resided in Asia recorded the lowest participation rate at 64.9 per cent (81.0% for males and 50.4% for females).

TABLE 2.5. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER: LABOUR FORCE STATUS AND COUNTRY OF LAST RESIDENCE, AUSTRALIA, SEPTEMBER 1990
(*000)

(000)

Labour force status	Africa	America	Asia	Europe		Total	Oceania		Total	Total
				United Kingdom and Ireland	Other countries in Europe		New Zealand	Other countries in Oceania		
MALES										
				— '000 —						
Labour force	24.9	30.4	148.2	116.7	78.2	194.9	82.4	11.0	93.3	491.7
Employed	23.1	27.7	128.0	109.8	66.2	176.0	77.8	9.9	87.7	442.6
Full-time	22.1	25.9	119.3	106.0	63.5	169.5	74.7	9.6	84.4	421.2
Part-time	* 1.0	* 1.8	8.6	3.8	* 2.7	6.5	* 3.1	* 0.3	* 3.4	21.4
Unemployed	* 1.8	* 2.6	20.3	6.9	12.0	18.8	4.5	* 1.1	5.6	49.2
Not in the labour force	3.5	3.5	34.8	18.9	11.7	30.6	6.7	* 1.0	7.8	80.2
Total	28.4	33.8	183.1	135.5	89.9	225.5	89.1	12.0	101.1	571.9
				— per cent —						
Unemployment rate	* 7.3	* 8.6	13.7	5.9	15.3	9.7	5.5	* 9.7	6.0	10.0
Participation rate	87.7	89.8	81.0	86.1	86.9	86.4	92.4	91.4	92.3	86.0
FEMALES										
				— '000 —						
Labour force	16.5	22.7	102.9	81.8	48.3	130.1	55.7	9.4	65.2	337.3
Employed	15.0	21.0	91.1	76.9	42.2	119.1	50.8	8.7	59.5	305.8
Full-time	10.5	14.6	71.2	47.1	27.5	74.6	36.2	7.2	43.4	214.3
Part-time	4.6	6.3	20.0	29.8	14.7	44.5	14.6	* 1.5	16.1	91.5
Unemployed	* 1.5	* 1.7	11.7	4.9	6.1	11.0	5.0	* 0.7	5.7	31.6
Not in the labour force	12.8	15.3	101.3	49.6	41.4	91.0	24.2	5.1	29.3	249.6
Total	29.3	38.0	204.1	131.4	89.7	221.1	80.0	14.5	94.5	587.0
				— per cent —						
Unemployment rate	* 8.9	* 7.6	11.4	6.0	12.6	8.4	8.9	* 7.5	8.7	9.4
Participation rate	56.4	59.7	50.4	62.2	53.8	58.8	69.7	64.9	69.0	57.5
PERSONS										
				— '000 —						
Labour force	41.4	53.1	251.1	198.5	126.5	325.0	138.1	20.4	158.5	829.1
Employed	38.1	48.7	219.1	186.7	108.4	295.1	128.6	18.6	147.2	748.3
Full-time	32.5	40.6	190.5	153.1	91.0	244.1	111.0	16.8	127.7	635.5
Part-time	5.6	8.1	28.6	33.6	17.4	51.1	17.7	* 1.8	19.5	112.9
Unemployed	* 3.3	4.3	32.0	11.8	18.0	29.8	9.5	* 1.8	11.2	80.7
Not in the labour force	16.3	18.8	136.1	68.5	53.1	121.6	31.0	6.1	37.1	329.8
Total	57.7	71.8	387.2	267.0	179.6	446.6	169.1	26.5	195.6	1,158.9
				— per cent —						
Unemployment rate	* 8.0	8.2	12.8	5.9	14.3	9.2	6.9	* 8.7	7.1	9.7
Participation rate	71.8	73.9	64.9	74.4	70.4	72.8	81.7	76.9	81.0	71.5

Source: Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0).

Labour Force Experience

An estimated 9,215,200 persons aged between 15 and 69 years participated in the labour force, that is, worked or looked for work at some time during the twelve months ending March 1991. The proportion of persons participating in the labour force has increased from 74 per cent in 1986 to 77 per cent in 1991.

Over this period, participation by males in the labour force has remained steady at 86 per cent. Males aged between 20 and 54 years recorded participation rates over 90 per cent from 1986 onwards. For females, the 20-24 year age group recorded the highest participation rate in each of the past six surveys. The participation rate for married females has increased since 1986, with the proportion of married females participating in the labour force increasing from 57 per cent in 1986 to 65 per cent in 1991.

For all age groups, the participation rate for married males was higher than the participation rate for males not married. Married females aged between 45 and 54 recorded the largest participation rate increase, rising from 57 per cent in 1986 to 69 per cent in 1991.

Of the 8,673,100 persons who had worked at some time during the year ending March 1991, 5,803,000 persons (67%) had worked for the full 52 weeks.

During the year ending March 1991, 1,748,700 persons looked for work at some time. Of these, 232,700 persons (13%) looked for work for the whole 52 weeks.

The number of persons not in the labour force at some time during the year was 5,264,700, with 2,775,700 persons (53%) not in the labour force for the whole year. Females made up 65 per cent of persons not in the labour force at some time during the year.

TABLE 2.6. ALL PERSONS : PROPORTION WHO PARTICIPATED IN THE LABOUR FORCE AT SOME TIME DURING THE PREVIOUS TWELVE MONTH PERIOD AND AGE, AUSTRALIA, FEBRUARY 1986 TO MARCH 1991(a)
(per cent)

Survey conducted in—	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69(b)	
MALES									
February—									
1986	74.0	97.0	97.6	96.9	92.6	83.4	51.1	18.6	r85.8
1987	74.7	96.7	98.0	96.6	92.1	83.6	52.8	19.5	r86.3
1988	70.1	95.6	97.3	96.4	90.8	81.2	54.5	16.3	r85.5
1989	73.9	96.1	97.2	96.7	92.1	79.8	57.7	17.0	r85.8
March—									
1990	75.4	95.8	97.5	96.5	92.4	80.3	57.7	19.2	86.2
1991	72.3	96.3	97.7	96.7	92.6	81.1	58.7	20.8	86.3
FEMALES									
February—									
1986	72.8	84.5	71.1	71.9	58.7	35.8	16.3	6.6	r61.5
1987	73.4	85.2	72.1	72.6	61.8	37.1	17.5	6.9	r63.1
1988	68.5	86.4	73.1	73.8	61.8	35.1	15.9	6.6	r63.0
1989	73.9	86.4	74.6	76.4	64.7	39.4	19.0	5.9	r65.2
March—									
1990	73.4	86.5	78.0	80.5	66.8	38.5	18.7	5.8	67.1
1991	72.3	86.4	77.4	78.6	69.6	42.5	19.6	6.9	67.3
PERSONS									
February—									
1986	73.4	90.7	84.3	84.5	76.0	59.8	33.4	12.1	r73.7
1987	74.1	91.0	85.0	84.7	77.3	60.5	34.9	12.8	r74.7
1988	69.3	91.0	85.2	85.2	76.6	58.3	35.0	11.1	r74.3
1989	73.9	91.3	85.9	86.6	78.7	59.9	38.1	11.2	r75.6
March—									
1990	74.4	91.1	87.8	88.5	79.9	59.7	38.1	12.2	76.7
1991	72.3	91.4	87.5	87.7	81.4	62.1	38.7	13.6	76.9

(a) Prior to March 1990, the scope of the survey included persons aged 70 years and over. To enable time series comparisons, proportions from 1986 to 1989 have been calculated with persons aged 70 years and over excluded.

Source: Labour Force Experience, Australia, During the Year Ending March 1991 (6206.0).

TABLE 2.7. ALL PERSONS: LABOUR FORCE EXPERIENCE DURING THE YEAR ENDING MARCH 1991
AND MARITAL STATUS, AUSTRALIA
(^{'000})

	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Not in the labour force at any time during the preceding year	452.3	1,319.2	1,771.5	374.8	629.4	1,004.2	827.1	1,948.6	2,775.7
In the labour force at some time during the preceding year	3,217.7	2,400.3	5,618.1	1,985.3	1,611.8	3,597.1	5,203.0	4,012.2	9,215.2
Time in the labour force during the preceding year (weeks)—									
1 and under 4	9.0	56.3	65.3	41.8	48.1	89.9	50.8	104.4	155.2
4 and under 13	22.2	116.8	138.9	112.5	121.5	234.0	134.7	238.3	373.0
13 and under 26	29.8	116.3	146.1	91.8	104.0	195.8	121.6	220.3	341.9
26 and under 39	47.4	164.9	212.2	80.9	90.7	171.6	128.2	255.6	383.8
39 and under 49	161.9	280.9	442.8	142.8	142.2	285.0	304.7	423.1	727.8
49 and under 52	155.1	158.3	313.4	96.2	97.8	194.0	251.3	256.1	507.4
52	2,792.3	1,506.9	4,299.3	1,419.4	1,007.5	2,426.9	4,211.8	2,514.4	6,726.2
Worked at some time during the preceding year	3,137.5	2,281.2	5,418.7	1,805.3	1,449.1	3,254.4	4,942.8	3,730.3	8,673.1
Time worked during the preceding year (weeks)—									
1 and under 4	9.0	44.9	53.9	36.9	41.5	78.4	45.9	86.4	132.3
4 and under 13	42.9	106.7	149.6	108.7	106.8	215.5	151.6	213.5	365.1
13 and under 26	57.0	118.9	176.0	111.2	97.4	208.5	168.2	216.3	384.5
26 and under 39	116.4	173.0	289.4	145.4	115.4	260.8	261.8	288.4	550.2
39 and under 49	255.3	291.5	546.7	213.9	183.7	397.6	469.2	475.1	944.3
49 and under 52	163.9	152.9	316.8	91.8	85.1	176.9	255.7	238.0	493.7
52	2,493.0	1,393.4	3,886.4	1,097.4	819.2	1,916.6	3,590.4	2,212.6	5,803.0
Full-time/part-time status of weeks worked—									
All were full-time	2,851.8	1,126.0	3,977.8	1,378.2	862.5	2,240.7	4,230.0	1,988.5	6,218.5
All were part-time	123.1	945.6	1,068.7	254.5	434.5	689.0	377.6	1,380.0	1,757.7
More full-time than part-time	132.3	119.6	251.9	125.1	91.3	216.4	257.4	210.9	468.3
More part-time than full-time	30.3	90.0	120.3	47.5	60.8	108.2	77.8	150.8	228.6
Number of jobs held during the preceding year—									
One	2,812.4	2,062.7	4,875.0	1,472.3	1,187.8	2,660.1	4,284.6	3,250.5	7,535.1
Two	255.4	177.1	432.5	234.0	193.1	427.1	489.4	370.2	859.6
Three	46.0	34.3	80.3	65.6	48.0	113.7	111.6	82.4	194.0
Four or more	25.4	12.2	37.6	35.5	23.0	58.4	60.9	35.2	96.1
Looked for work at some time during the preceding year	404.8	311.5	716.3	577.2	455.2	1,032.4	982.0	766.7	1,748.7
Number of spells of looking for work during the preceding year—									
One	319.4	256.1	575.5	457.6	366.1	823.8	777.0	622.2	1,399.3
Two	35.3	28.9	64.2	56.7	47.8	104.6	92.1	76.7	168.7
Three	18.8	9.9	28.8	30.6	19.4	50.0	49.5	29.3	78.8
Four or more	31.2	16.6	47.8	32.2	21.8	54.1	63.4	38.5	101.9
Total	3,670.0	3,719.5	7,389.6	2,360.1	2,241.2	4,601.3	6,030.2	5,960.7	11,990.9

Source: Labour Force Experience, Australia, During the Year Ending March 1991 (6206.0).

Transition from Education to Work

In May 1991, 2,389,400 persons were identified as having attended an educational institution in the previous year (1990) — 1,365,500 attended full-time and 1,023,800 attended part-time.

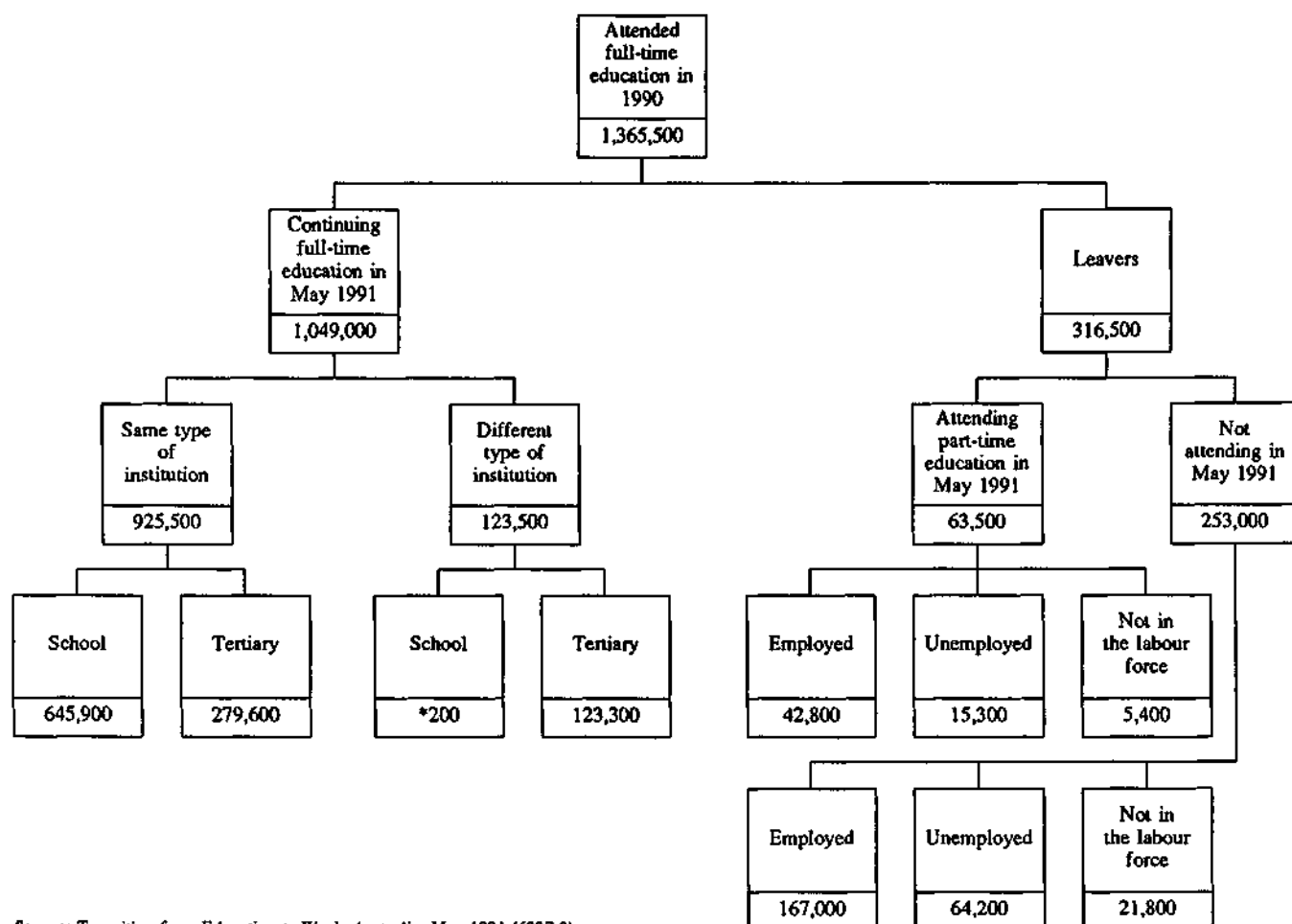
Of those who attended full-time in 1990, 316,500 had left full-time education by May 1991. Of this group 66 per cent (209,800) were employed in May 1991, while 25 per cent (79,500) were unemployed and 8.6 per cent (27,200) were not in the labour force.

Of those who attended an educational institution part-time in 1990, 55 per cent (560,600) were not attending an educational institution at all in May 1991, 42 per cent (433,600) continued part-time study and 2.9 per cent (29,600) were attending full-time in May 1991.

TABLE 2.8. CIVILIAN POPULATION AGED 15 TO 64 : AGE, WHETHER ATTENDED AN EDUCATIONAL INSTITUTION AND TYPE OF ATTENDANCE IN PREVIOUS YEAR, WHETHER ATTENDING FULL-TIME EDUCATION AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1986 TO MAY 1991
(^{'000})

	1986	1987	1988	1989	1990	1991
AGED 15 TO 24						
Attended an educational institution in previous year	1,328.3	1,369.7	1,423.7	1,483.0	1,510.2	1,539.3
Attended full-time in previous year	1,088.7	1,161.9	1,261.9	1,196.5	1,219.6	1,239.2
Attending full-time education in May	778.3	837.4	870.8	907.2	928.3	990.1
Leavers	310.4	287.6	291.0	289.3	291.4	249.2
Employed	237.0	216.0	232.0	234.0	230.5	166.5
Full-time workers	206.2	182.0	196.1	199.9	186.2	118.5
Part-time workers	30.8	34.0	35.9	34.1	44.2	48.0
Unemployed	55.7	53.9	42.6	38.3	44.7	64.3
Not in labour force	17.6	17.6	16.4	17.0	16.2	18.4
Attended part-time in previous year	239.6	244.7	261.7	286.5	290.5	300.1
Attending an educational institution in May	123.5	133.6	144.6	147.6	152.4	163.4
Full-time	10.1	12.3	12.5	12.3	15.6	17.8
Part-time	113.4	121.3	132.3	135.3	136.8	145.6
Not attending an educational institution in May	116.2	111.1	117.1	138.9	138.1	136.7
Did not attend an educational institution in previous year	1,302.7	1,301.4	1,271.6	1,233.8	1,214.2	1,191.9
Total	2,631.0	2,671.0	2,695.2	2,716.8	2,724.4	2,731.2
AGED 25 TO 64						
Attended an educational institution in previous year	667.7	653.1	703.2	725.3	767.1	850.1
Attended full-time in previous year	74.7	76.0	92.5	91.8	113.8	126.3
Attending full-time education in May	28.7	34.3	42.5	45.5	45.6	58.9
Leavers	46.0	41.6	50.0	46.3	68.2	67.4
Employed	36.2	31.6	36.5	35.2	50.9	43.3
Full-time workers	29.7	25.6	26.9	29.8	43.1	31.0
Part-time workers	6.5	6.1	9.6	5.3	7.8	12.3
Unemployed	4.3	5.1	7.0	4.7	7.6	15.2
Not in labour force	5.5	4.9	6.5	6.4	9.7	8.8
Attended part-time in previous year	593.0	577.1	610.7	633.5	653.2	723.7
Attending an educational institution in May	244.1	246.3	253.3	273.8	260.3	299.8
Full-time	7.8	9.3	7.9	12.7	12.0	11.8
Part-time	236.2	237.0	245.4	261.1	248.3	288.0
Not attending an educational institution in May	348.9	330.8	357.4	359.7	393.0	423.9
Did not attend an educational institution in previous year	7,128.3	7,328.3	7,464.7	7,651.1	7,773.5	7,858.7
Total	7,796.0	7,981.3	8,167.9	8,376.3	8,540.6	8,708.7
ALL PERSONS						
Attended an educational institution in previous year	1,995.9	2,022.7	2,126.8	2,208.2	2,277.2	2,389.4
Attended full-time in previous year	1,163.3	1,200.9	1,254.4	1,288.2	1,333.4	1,365.5
Attending full-time education in May	807.0	871.7	913.3	952.6	973.8	1,049.0
Leavers	356.3	329.2	341.1	335.6	359.6	316.5
Employed	273.3	247.7	268.5	269.2	281.4	209.8
Full-time workers	235.9	207.6	223.0	229.7	229.3	149.5
Part-time workers	37.4	40.1	45.5	39.5	52.0	60.3
Unemployed	60.0	59.1	49.7	43.0	52.3	79.5
Not in labour force	23.1	22.4	22.9	23.4	26.0	27.2
Attended part-time in previous year	832.6	821.8	872.4	920.0	943.8	1,023.8
Attending an educational institution in May	367.5	379.9	398.0	421.4	412.7	463.2
Full-time	17.8	21.6	20.3	25.0	27.6	29.6
Part-time	349.7	358.3	377.7	396.4	385.1	433.6
Not attending an educational institution in May	465.1	442.0	474.5	498.6	531.1	560.6
Did not attend an educational institution in previous year	8,431.1	8,629.7	8,736.3	8,884.9	8,987.7	9,050.6
Total	10,427.0	10,652.4	10,863.1	11,093.1	11,265.0	11,439.9

**CHART 2.4. PERSONS AGED 15 TO 64 WHO ATTENDED AN EDUCATIONAL INSTITUTION FULL-TIME IN 1990:
SELECTED EDUCATIONAL AND LABOUR FORCE CHARACTERISTICS, AUSTRALIA, MAY 1991**



Source: Transition from Education to Work, Australia, May 1991 (6227.0).

**TABLE 2.9. LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL-TIME
IN PREVIOUS YEAR AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1986 TO MAY 1991**

	1986	1987	1988	1989	1990	1991
	— '000 —					
Attended school full-time in previous year	212.2	194.5	194.6	198.1	172.9	138.8
Labour force	198.8	181.4	183.2	184.7	162.8	125.6
Employed	157.4	141.1	148.6	158.2	136.2	87.6
Unemployed	41.4	40.3	34.7	26.4	26.7	38.1
Not in labour force	13.4	13.2	11.3	13.5	10.1	13.2
	— per cent —					
Unemployment rate	20.8	22.2	18.9	14.3	16.4	30.3
Participation rate	93.7	93.2	94.2	93.2	94.2	90.5
	— '000 —					
Attended tertiary full-time in previous year	144.2	134.7	146.5	137.5	186.7	177.7
Labour force	134.5	125.4	134.9	127.5	170.8	163.7
Employed	115.8	106.6	119.9	110.9	145.2	122.2
Unemployed	18.7	18.8	15.0	16.6	25.6	41.4
Not in the labour force	9.7	9.3	11.6	9.9	15.9	14.0
	— per cent —					
Unemployment rate	13.9	15.0	11.1	13.0	15.0	25.3
Participation rate	93.3	93.1	92.1	92.8	91.5	92.1
	— '000 —					
All leavers	356.3	329.2	341.1	335.6	359.6	316.5
Labour force	333.3	306.8	318.1	312.2	333.7	289.3
Employed	273.3	247.7	268.5	269.2	281.4	209.8
Unemployed	60.0	59.1	49.6	43.0	52.3	79.5
Not in the labour force	23.1	22.4	22.9	23.4	26.0	27.2
	— per cent —					
Unemployment rate	18.0	19.3	15.6	13.8	15.7	27.5
Participation rate	93.5	93.2	93.3	93.0	92.8	91.4

Source: Transition from Education to Work, Australia, May 1991 (6227.0).

TABLE 2.10. PERSONS AGED 15 TO 24 WHO ATTENDED SCHOOL IN 1990 BUT WERE NOT ATTENDING SCHOOL IN MAY 1991 : LABOUR FORCE STATUS, WHETHER ATTENDING A TERTIARY INSTITUTION, TYPE OF ATTENDANCE AND TYPE OF SCHOOL LAST ATTENDED, AUSTRALIA, MAY 1991

Type of school last attended	Employed			Unem- ployed	Labour force	Not in labour force	Total	Unem- ployment rate	Partici- pation rate
	Full-time	Part-time	Total						
—'000—									
ATTENDING TERTIARY FULL-TIME									
Males									
Government	* 1.3	8.5	9.8	4.2	14.0	18.1	32.1	30.0	43.7
Non-government	* 0.0	5.6	5.6	* 2.7	8.2	10.9	19.2	* 32.3	43.0
Total(a)	* 1.3	14.2	15.5	7.0	22.5	29.9	52.4	31.1	43.0
Females									
Government	* 0.3	9.7	10.1	4.3	14.4	23.5	37.8	30.0	38.0
Non-government	* 0.0	8.2	8.2	* 2.8	10.9	7.3	18.2	* 25.2	60.1
Total(a)	* 0.3	18.1	18.4	7.3	25.7	31.9	57.7	28.5	44.6
Persons									
Government	* 1.6	18.3	19.9	8.5	28.4	41.6	70.0	30.0	40.6
Non-government	* 0.0	13.8	13.8	5.4	19.2	18.2	37.4	28.2	51.3
Total(a)	* 1.6	32.3	33.9	14.3	48.2	61.8	110.1	29.7	43.8
ATTENDING TERTIARY PART-TIME									
Males									
Government	6.8	* 1.9	8.7	* 2.5	11.2	* 1.0	12.2	* 22.2	91.8
Non-government	* 2.6	* 0.4	* 3.1	* 0.0	* 3.1	* 0.1	* 3.2	* 0.0	* 96.1
Total(a)	9.5	* 2.4	11.8	* 2.5	14.3	* 1.1	15.5	* 17.4	92.7
Females									
Government	3.9	* 2.1	6.0	* 1.6	7.6	* 0.6	8.2	* 21.1	93.0
Non-government	* 1.1	* 0.9	* 2.0	* 0.6	* 2.6	* 0.2	* 2.8	* 21.3	* 91.6
Total(a)	5.1	* 3.0	8.1	* 2.2	10.2	* 0.8	11.0	* 21.1	92.6
Persons									
Government	10.8	4.0	14.8	4.1	18.9	* 1.6	20.5	21.7	92.3
Non-government	3.8	* 1.4	5.1	* 0.6	5.7	* 0.4	6.0	* 9.7	94.0
Total(a)	14.5	5.4	19.9	4.7	24.6	* 1.9	26.5	18.9	92.7
NOT ATTENDING TERTIARY									
Males									
Government	20.4	8.3	28.7	14.4	43.1	4.0	47.1	33.3	91.5
Non-government	5.4	* 1.2	6.6	* 2.8	9.4	* 1.2	10.6	* 29.7	89.0
Total(a)	26.8	9.7	36.4	18.1	54.5	5.3	59.9	33.2	91.1
Females									
Government	16.2	9.6	25.8	15.1	40.9	4.5	45.5	36.9	90.0
Non-government	5.1	* 3.2	8.2	* 2.3	10.5	* 1.5	12.0	* 21.7	87.9
Total(a)	21.9	13.3	35.2	17.6	52.8	6.3	59.2	33.4	89.3
Persons									
Government	36.6	17.9	54.6	29.5	84.0	8.5	92.6	35.1	90.8
Non-government	10.5	4.3	14.8	5.1	19.9	* 2.6	22.5	25.5	88.4
Total(a)	48.7	22.9	71.6	35.7	107.4	11.7	119.0	33.3	90.2
TOTAL									
Males									
Government	28.5	18.8	47.3	21.1	68.4	23.1	91.4	30.8	74.8
Non-government	8.1	7.2	15.3	5.5	20.7	12.2	33.0	26.3	62.9
Total(a)	37.5	26.3	63.8	27.6	91.4	36.3	127.7	30.2	71.6
Females									
Government	20.5	21.4	41.9	21.0	62.9	28.6	91.5	33.4	68.8
Non-government	6.2	12.3	18.5	5.6	24.0	9.0	33.0	23.2	72.8
Total(a)	27.3	34.3	61.6	27.1	88.8	39.1	127.8	30.6	69.4
Persons									
Government	48.9	40.3	89.2	42.1	131.3	51.7	183.0	32.1	71.8
Non-government	14.3	19.5	33.7	11.0	44.8	21.2	65.9	24.7	67.9
Total(a)	64.8	60.6	125.4	54.7	180.2	75.4	255.6	30.4	70.5

(a) Includes persons who were not asked the type of school they last attended.

Source: Transition from Education to Work, Australia, May 1991 (6227 0)

Educational Attainment

In February 1991 there were an estimated 8,452,500 persons aged 15 to 69 in the labour force, of whom 4,021,500 (48%) had post-school qualifications, 4,245,300 (50%) were without post-school qualifications and 185,800 (2.2%) were still at school. Persons in the labour force with a post-school qualification comprised 1,735,300 (43%) with a certificate or diploma, 1,330,300 (33%) with a trade qualification, 919,100 (23%) with a degree and the remaining 36,700 with other post-school qualifications.

TABLE 2.11. PERSONS AGED 15 TO 69 : LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1991

Educational attainment	Employed			Unem- ployed	Labour force	Not in labour force	Total	Unem- ployment rate	Partici- pation rate
	Full-time	Part-time	Total						
—'000—									
—per cent—									
MALES									
With post-school qualifications	2,213.4	116.7	2,330.0	154.4	2,484.5	303.1	2,787.5	6.2	89.1
Degree	522.1	29.4	551.5	21.2	572.7	48.8	621.5	3.7	92.1
Trade qualification	1,103.3	48.5	1,151.8	81.2	1,233.0	177.5	1,410.5	6.6	87.4
Certificate or diploma	570.8	37.3	608.1	47.6	655.7	72.6	728.4	7.3	90.0
Other	17.1	* 1.4	18.6	4.5	23.0	4.1	27.1	19.5	85.0
Without post-school qualifications(a)	1,899.1	182.6	2,081.7	287.2	2,369.0	566.1	2,935.1	12.1	80.7
Attended highest level of secondary school available	519.8	85.2	605.0	70.1	675.2	120.6	795.8	10.4	84.8
Did not attend highest level of secondary school available	1,367.7	95.8	1,463.4	215.9	1,679.4	431.0	2,110.4	12.9	79.6
Left at age—									
18 and over	29.2	3.7	32.9	9.4	42.2	6.4	48.7	22.2	86.8
16 or 17	557.8	35.0	592.8	83.4	676.2	66.0	742.2	12.3	91.1
14 or 15	685.9	48.2	734.2	104.7	838.8	258.3	1,097.1	12.5	76.5
13 and under	94.7	8.9	103.6	18.5	122.1	100.4	222.5	15.1	54.9
Never attended school	4.4	* 0.9	5.3	* 0.4	5.8	11.5	17.3	* 7.7	33.5
Still at school	* 0.2	63.5	63.8	23.3	87.1	217.8	304.9	26.8	28.6
Total	4,112.7	362.8	4,475.5	465.0	4,940.5	1,087.0	6,027.5	9.4	82.0
FEMALES									
With post-school qualifications	922.9	499.3	1,422.2	114.9	1,537.0	571.6	2,108.6	7.5	72.9
Degree	240.6	82.9	323.4	23.0	346.5	79.3	425.7	6.6	81.4
Trade qualification	55.8	34.5	90.3	7.0	97.3	63.9	161.2	7.2	60.4
Certificate or diploma	618.3	377.6	995.9	83.6	1,079.6	421.3	1,500.9	7.7	71.9
Other	8.1	4.3	12.4	* 1.2	13.7	7.1	20.8	* 9.1	65.7
Without post-school qualifications(a)	973.3	703.9	1,677.2	199.1	1,876.3	1,680.6	3,556.9	10.6	52.8
Attended highest level of secondary school available	295.7	194.1	489.8	62.7	552.4	258.9	811.4	11.3	68.1
Did not attend highest level of secondary school available	670.6	504.8	1,175.4	134.9	1,310.3	1,398.9	2,709.2	10.3	48.4
Left at age—									
18 and over	13.4	7.7	21.0	3.6	24.7	18.4	43.0	14.7	57.4
16 or 17	304.9	195.7	500.6	56.9	557.5	341.8	899.3	10.2	62.0
14 or 15	317.1	273.1	590.2	66.1	656.3	850.1	1,506.4	10.1	43.6
13 and under	35.2	28.3	63.6	8.2	71.7	188.7	260.4	11.4	27.5
Never attended school	* 1.7	* 1.6	* 3.3	* 0.5	3.8	16.2	20.0	* 13.3	18.9
Still at school	* 0.2	76.7	76.9	21.8	98.7	194.2	292.9	22.0	33.7
Total	1,896.4	1,279.9	3,176.2	335.7	3,511.9	2,446.4	5,958.3	9.6	58.9
ALL PERSONS									
With post-school qualifications	3,136.2	615.9	3,752.2	269.3	4,021.5	874.7	4,896.1	6.7	82.1
Degree	762.7	112.3	875.0	44.2	919.1	128.1	1,047.2	4.8	87.8
Trade qualification	1,159.1	83.0	1,242.2	88.2	1,330.3	241.4	1,571.7	6.6	84.6
Certificate or diploma	1,189.1	414.9	1,604.1	131.2	1,735.3	494.0	2,229.2	7.6	77.8
Other	25.3	5.7	31.0	5.7	36.7	11.2	47.9	15.6	76.6
Without post-school qualifications(a)	2,872.4	886.5	3,758.9	486.4	4,245.3	2,246.7	6,491.9	11.5	65.4
Attended highest level of secondary school available	815.5	279.3	1,094.8	132.8	1,227.6	379.5	1,607.1	10.8	76.4
Did not attend highest level of secondary school available	2,038.3	600.5	2,638.8	350.8	2,989.6	1,829.9	4,819.6	11.7	62.0
Left at age—									
18 and over	42.6	11.3	53.9	13.0	66.9	24.8	91.7	19.4	73.0
16 or 17	862.7	230.7	1,093.4	140.4	1,233.7	407.8	1,641.5	11.4	75.2
14 or 15	1,003.0	321.3	1,324.4	170.8	1,495.2	1,108.4	2,603.5	11.4	57.4
13 and under	130.0	37.2	167.2	26.6	193.8	289.0	482.9	13.7	40.1
Never attended school	6.1	* 2.5	8.6	* 0.9	9.6	27.7	37.3	* 9.9	25.6
Still at school	* 0.4	140.2	140.7	45.1	185.8	412.0	597.8	24.3	31.1
Total	6,009.1	1,642.7	7,651.8	800.7	8,452.5	3,533.4	11,985.9	9.5	70.5

(a) Includes persons for whom secondary school qualifications could not be determined.

Source: Labour Force Status and Educational Attainment, Australia, February 1991 (6235.0)

Families

In June 1991, 80 per cent of *married-couple families* had at least one partner in the labour force, 54 per cent of *one-parent families* had the parent in the labour force while 44 per cent of family heads of *other families* were in the labour force.

Of the 77 per cent of *married-couple families* where at least one partner was employed, almost 31 per cent had both partners employed full time. Of those *married-couple families* with both partners employed, 58 per cent had dependents present. About 30 per cent of *married-couple families* had only one partner employed. In 88 per cent of these families the employed person was the husband.

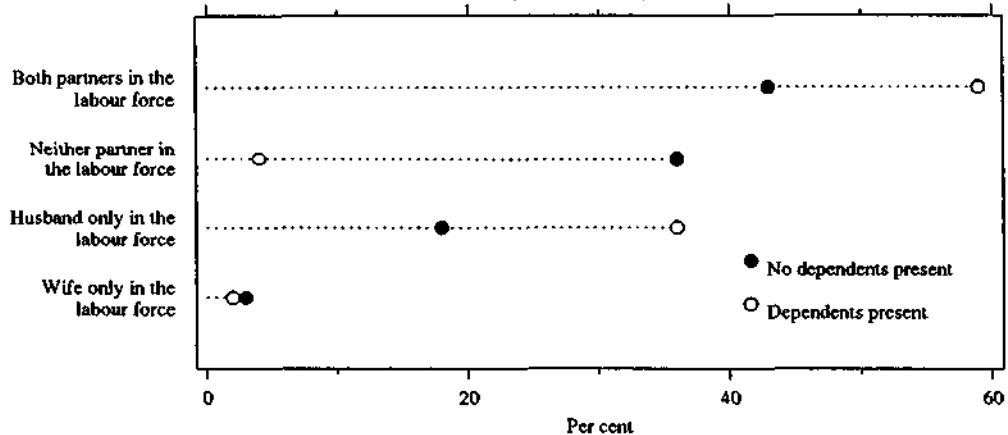
Seven per cent of *married-couple families* had at least one partner unemployed. Of these families, 50 per cent had one partner employed, and of these 76 per cent were employed full time.

In 47 per cent of *one-parent families*, the parent was employed. Eighty-seven per cent of *one-parent families* had a female parent while 13 per cent had a male parent. Seventy-five per cent of male parents of *one-parent families* were employed, compared with 44 per cent of female parents of *one-parent families*. The percentage of *one-parent families* with the parent employed was greater where the parent was a male irrespective of the age of youngest dependent.

Of the 7 per cent of parents of *one-parent families* who were unemployed, 83 per cent were females. Where the parent was female, the percentage of *one-parent families* with the parent unemployed decreased as the age of the youngest dependent increased.

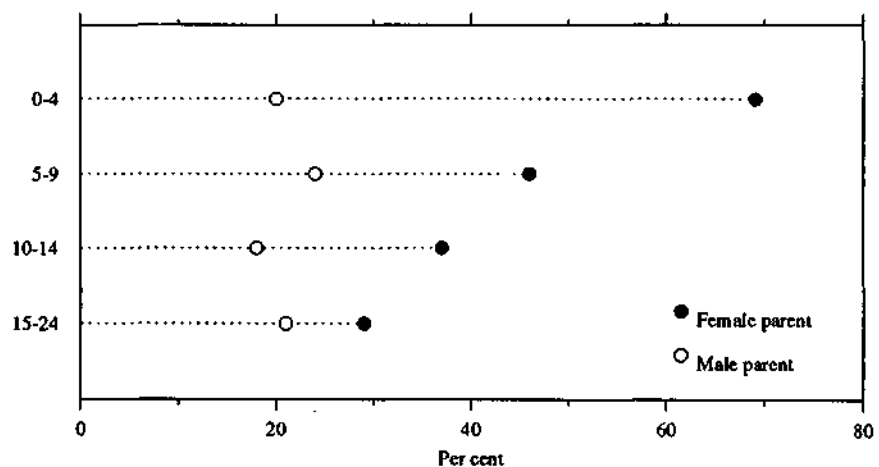
For *other families*, 39 per cent of family heads were employed and only 4 per cent were unemployed.

CHART 2.5. PERCENTAGE OF MARRIED-COUPLE FAMILIES (WITH OR WITHOUT DEPENDENTS PRESENT) BY LABOUR FORCE STATUS OF HUSBAND AND WIFE, AUSTRALIA, JUNE 1991



Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

CHART 2.6. PERCENTAGE OF ONE-PARENT FAMILIES WITH THE PARENT NOT IN THE LABOUR FORCE, BY AGE OF YOUNGEST DEPENDENT, AUSTRALIA, JUNE 1991



Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

TABLE 2.12. FAMILY STATUS AND LABOUR FORCE STATUS OF PERSONS AGED 15 AND OVER(a)
AUSTRALIA, JUNE 1991

	<u>Employed</u>		<u>Unemployed</u> <u>Looking for</u>		<u>Labour force</u>	<u>Not in labour force</u>	<u>Civilian population aged 15 and over</u>	<u>Unemployment rate</u> <u>— per —</u>	<u>Participation rate</u> <u>— cent —</u>	
	<u>Full-time workers</u>	<u>Part-time workers</u>	<u>Total</u>	<u>for full-time work</u>						<u>Total</u> <u>— '000 —</u>
MALES										
Member of a family	3,361.2	333.1	3,694.3	327.6	356.4	4,050.7	1,283.7	5,334.4	8.8	75.9
Husband	2,703.9	157.5	2,861.4	182.3	188.0	3,049.4	853.1	3,902.5	6.2	78.1
With dependents present	1,703.8	69.5	1,773.3	116.8	119.3	1,892.7	116.0	2,008.6	6.3	94.2
Without dependents present	1,000.0	88.0	1,088.1	65.4	68.6	1,156.7	737.2	1,893.9	5.9	61.1
Sole parent	32.0	* 1.7	33.7	4.2	4.9	38.6	9.7	48.2	12.7	80.0
Other family head	35.1	4.3	39.4	5.6	5.9	45.3	29.5	74.8	13.0	60.6
Full-time student aged 15-24(b)	4.6	106.9	111.5	4.2	24.2	135.8	298.4	434.2	17.8	31.3
Other child(c) of married couple or family head	541.1	58.2	599.4	118.3	120.1	719.5	59.4	778.9	16.7	92.4
Other relative of married couple or family head	44.5	4.3	48.9	13.1	13.4	62.2	33.6	95.8	21.5	65.0
Not a member of a family	553.8	62.7	616.5	71.2	74.7	691.3	240.7	932.0	10.8	74.2
Living alone	252.9	23.3	276.1	31.3	31.9	308.1	173.2	481.3	10.4	64.0
Not living alone	301.0	39.4	340.4	39.8	42.8	383.2	67.5	450.7	11.2	85.0
Total	3,915.0	395.8	4,310.8	398.7	431.2	4,742.0	1,524.4	6,266.4	9.1	75.7
FEMALES										
Member of a family	1,476.2	1,200.9	2,677.1	163.4	240.1	2,917.3	2,452.9	5,370.1	8.2	54.3
Wife	1,006.0	909.7	1,915.7	74.1	116.4	2,032.1	1,779.8	3,811.9	5.7	53.3
With dependents present	475.3	627.7	1,103.0	42.0	75.4	1,178.4	764.2	1,942.6	6.4	60.7
Without dependents present	530.7	282.0	812.7	32.2	41.0	853.8	1,015.6	1,869.3	4.8	45.7
Sole parent	82.3	64.3	146.6	15.7	24.0	170.6	165.0	335.6	14.1	50.8
Other family head	44.8	20.8	65.6	4.8	5.6	71.3	120.7	192.0	7.9	37.1
Full-time student aged 15-24(b)	* 2.6	137.9	140.5	4.1	26.5	167.0	262.1	429.1	15.9	38.9
Other child(c) of married couple or family head	314.7	62.1	376.9	57.0	59.5	436.4	39.8	476.2	13.6	91.6
Other relative of married couple or family head	25.8	6.1	31.8	7.6	8.1	39.9	85.5	125.4	20.2	31.8
Not a member of a family	327.0	82.8	409.8	38.3	42.9	452.7	547.8	1,000.5	9.5	45.2
Living alone	142.7	35.6	178.4	13.7	15.5	193.8	481.9	675.7	8.0	28.7
Not living alone	184.3	47.2	231.5	24.6	27.4	258.9	65.9	324.8	10.6	79.7
Total	1,803.2	1,283.7	3,086.9	201.7	283.0	3,369.9	3,000.7	6,370.6	8.4	52.9
PERSONS										
Member of a family	4,837.4	1,534.0	6,371.4	491.0	596.6	6,968.0	3,736.6	10,704.5	8.6	65.1
Husband or wife	3,709.9	1,067.3	4,777.1	256.4	304.4	5,081.5	2,632.9	7,714.4	6.0	65.9
With dependents present	2,179.1	697.2	2,876.3	158.8	194.7	3,071.0	880.2	3,951.2	6.3	77.7
Without dependents present	1,530.8	370.0	1,900.8	97.6	109.7	2,010.5	1,752.7	3,763.2	5.5	53.4
Sole parent	114.3	66.0	180.3	19.9	28.9	209.1	174.7	383.8	13.8	54.5
Other family head	79.9	25.2	105.1	10.4	11.5	116.6	150.2	266.8	9.9	43.7
Full-time student aged 15-24(b)	7.2	244.8	252.0	8.3	50.8	302.8	560.5	863.3	16.8	35.1
Other child(c) of married couple or family head	855.9	120.3	976.2	175.3	179.6	1,155.8	99.2	1,255.1	15.5	92.1
Other relative of married couple or family head	70.3	10.4	80.7	20.7	21.4	102.1	119.1	221.2	21.0	46.2
Not a member of a family	880.8	145.5	1,026.3	109.5	117.6	1,143.9	788.5	1,932.5	10.3	59.2
Living alone	395.6	58.9	454.5	45.1	47.4	501.9	655.1	1,157.0	9.4	43.4
Not living alone	485.2	86.6	571.8	64.4	70.2	642.1	133.4	775.5	10.9	82.8
Total	5,718.2	1,679.5	7,397.7	600.5	714.2	8,111.9	4,525.1	12,637.0	8.8	64.2

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

TABLE 2.13. FAMILY STATUS OF EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS(a)
AUSTRALIA, JUNE 1991

	Full-time workers	Part-time workers				Total workers	Average weekly hours worked		
		Weekly hours worked			Total workers		Full-time workers	Part-time workers	Total
		0(b)	1-14	15-34					
MALES									
Member of a family	3,361.2	20.9	168.3	143.9	333.1	3,694.3	40.9	13.9	38.4
Husband	2,703.9	10.9	57.8	88.8	157.5	2,861.4	41.6	16.5	40.2
With dependents present	1,703.8	4.5	21.2	43.8	69.5	1,773.3	42.2	17.9	41.2
Without dependents present	1,000.0	6.4	36.6	45.1	88.0	1,088.1	40.6	15.4	38.5
Sole parent	32.0	* 0.0	* 0.9	* 0.8	* 1.7	33.7	39.7	15.7	38.5
Other family head	35.1	* 0.5	* 1.5	* 2.2	4.3	39.4	39.6	14.8	36.9
Full-time student aged 15-24(c)	4.6	6.5	87.6	12.9	106.9	111.5	31.5	8.1	9.0
Other child(d) of married couple or family head	541.1	* 2.9	19.4	35.8	58.2	599.4	37.7	17.2	35.7
Other relative of married couple or family head	44.5	* 0.0	* 1.1	* 3.3	4.3	48.9	39.0	18.3	37.2
Not a member of a family	553.8	* 3.4	21.6	37.7	62.7	616.5	39.8	16.5	37.4
Living alone	252.9	* 0.8	8.7	13.7	23.3	276.1	40.7	16.3	38.6
Not living alone	301.0	* 2.5	12.9	23.9	39.4	340.4	39.1	16.6	36.5
Total	3,915.0	24.2	190.0	181.6	395.8	4,310.8	40.7	14.3	38.3
FEMALES									
Member of a family	1,476.2	62.3	528.4	610.2	1,200.9	2,677.1	37.0	14.9	27.1
Wife	1,006.0	46.8	357.9	505.1	909.7	1,915.7	37.3	15.6	27.0
With dependents present	475.3	30.0	253.6	344.1	627.7	1,103.0	38.0	15.3	25.1
Without dependents present	530.7	16.8	104.3	161.0	282.0	812.7	36.7	16.3	29.6
Sole parent	82.3	* 2.8	29.0	32.5	64.3	146.6	36.6	15.3	27.2
Other family head	44.8	* 1.9	7.3	11.6	20.8	65.6	37.6	16.4	30.9
Full-time student aged 15-24(c)	* 2.6	9.5	112.0	16.4	137.9	140.5	29.2	7.8	8.2
Other child(d) of married couple or family head	314.7	* 0.8	21.2	40.2	62.1	376.9	35.8	18.3	32.9
Other relative of married couple or family head	25.8	* 0.5	* 1.2	4.4	6.1	31.8	39.0	17.6	34.9
Not a member of a family	327.0	3.7	32.2	46.9	82.8	409.8	36.8	16.6	32.7
Living alone	142.7	* 1.2	12.5	22.0	35.6	178.4	37.4	17.2	33.4
Not living alone	184.3	* 2.5	19.7	25.0	47.2	231.5	36.4	16.3	32.3
Total	1,803.2	66.0	560.6	657.1	1,283.7	3,086.9	37.0	15.0	27.8
PERSONS									
Member of a family	4,837.4	83.1	696.8	754.1	1,534.0	6,371.4	39.7	14.6	33.7
Husband or wife	3,709.9	57.7	415.6	593.9	1,067.3	4,777.1	40.4	15.7	34.9
With dependents present	2,179.1	34.6	274.8	387.9	697.2	2,876.3	41.3	15.6	35.0
Without dependents present	1,530.8	23.1	140.8	206.0	370.0	1,900.8	39.2	16.0	34.7
Sole parent	114.3	* 2.8	29.9	33.4	66.0	180.3	37.4	15.3	29.3
Other family head	79.9	* 2.4	8.9	13.9	25.2	105.1	38.5	16.1	33.2
Full-time student aged 15-24(c)	7.2	16.0	199.6	29.2	244.8	252.0	30.6	7.9	8.6
Other child(d) of married couple or family head	855.9	3.8	40.6	76.0	120.3	976.2	37.0	17.8	34.6
Other relative of married couple or family head	70.3	* 0.5	* 2.2	7.7	10.4	80.7	39.0	17.9	36.3
Not a member of a family	880.8	7.1	53.8	84.6	145.5	1,026.3	38.7	16.6	35.6
Living alone	395.6	* 2.0	21.2	35.7	58.9	454.5	39.5	16.8	36.6
Not living alone	485.2	5.0	32.7	48.9	86.6	571.8	38.1	16.4	34.8
Total	5,718.2	90.2	750.6	838.7	1,679.5	7,397.7	39.5	14.8	33.9

(a) Civilians who were residents of households where family status was determined. (b) Persons who had a job in which they usually worked part time, i.e. less than 35 hours per week, but were not at work during the reference week. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (d) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

TABLE 2.14. ALL FAMILIES: TYPE OF FAMILY, NUMBER OF DEPENDENTS PRESENT, AND NUMBER OF FAMILY MEMBERS EMPLOYED(a), AUSTRALIA, JUNE 1990 AND JUNE 1991
(*000 families)

Number of dependents present	None employed		One employed		Two or more employed		Total	
	June 1990	June 1991	June 1990	June 1991	June 1990	June 1991	June 1990	June 1991
MARRIED-COUPLE FAMILIES								
None	611.1	647.9	340.1	361.5	884.9	874.0	1,836.0	1,883.5
One or more	110.2	136.6	640.4	669.7	1,225.6	1,159.3	1,976.2	1,965.6
One	41.7	46.4	181.6	198.1	434.3	383.6	657.7	628.2
Two	33.5	49.2	272.9	287.3	515.6	524.1	822.0	860.6
Three	18.8	24.1	136.5	133.6	216.2	193.1	371.6	350.8
Four or more	16.2	16.9	49.3	50.7	59.5	58.5	125.0	126.1
Total	721.3	784.6	980.5	1,031.3	2,110.5	2,033.3	3,812.3	3,849.2
ONE-PARENT FAMILIES WITH A MALE PARENT								
One	5.5	7.3	17.8	15.9	7.8	4.8	31.1	27.9
Two	* 3.2	4.5	5.1	9.6	* 2.3	* 2.0	10.5	16.2
Three or more	* 1.3	* 1.7	* 3.2	* 2.2	* 0.4	* 0.3	4.8	4.2
Total	10.0	13.5	26.0	27.7	10.4	7.1	46.4	48.3
ONE-PARENT FAMILIES WITH A FEMALE PARENT								
One	72.6	90.5	66.5	70.7	22.7	20.5	161.8	181.8
Two	50.4	48.3	43.2	42.0	11.4	11.6	105.1	101.9
Three	18.7	22.3	13.7	11.7	* 2.8	* 3.0	35.2	37.0
Four or more	8.4	9.0	3.7	4.5	* 0.5	* 0.9	12.7	14.4
Total	150.1	170.1	127.1	129.0	37.5	36.1	314.7	335.2
ONE-PARENT FAMILIES: TOTAL								
One	78.1	97.8	84.3	86.6	30.5	25.3	192.9	209.7
Two	53.6	52.8	48.3	51.6	13.7	13.6	115.6	118.1
Three	19.5	23.7	16.5	13.6	* 3.2	* 3.3	39.1	40.6
Four or more	8.9	9.3	4.1	4.9	* 0.5	* 0.9	13.6	15.1
Total	160.1	183.6	153.1	156.7	47.9	43.2	361.1	383.5
OTHER FAMILIES								
None	62.2	57.2	104.6	107.5	104.7	91.1	271.4	255.7
One or more	3.6	5.3	5.5	5.8	* 2.5	* 2.5	11.6	13.6
Total	65.7	62.5	110.1	113.3	107.2	93.6	283.0	269.4
ALL FAMILIES								
None	673.2	705.1	444.7	469.0	989.5	965.1	2,107.5	2,139.3
One or more	273.9	325.5	799.0	832.3	1,276.1	1,204.9	2,349.0	2,362.7
One	123.1	149.1	271.1	289.5	467.1	411.3	861.4	849.8
Two	87.3	102.5	321.5	339.7	529.5	537.8	938.3	980.1
Three	38.3	47.8	153.0	147.2	219.4	196.4	410.7	391.4
Four or more	25.1	26.2	53.4	55.9	60.0	59.4	138.6	141.4
Total	947.2	1,030.6	1,243.7	1,301.3	2,265.6	2,170.1	4,456.4	4,502.0

(a) Labour force status refers to persons aged 15 and over only.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

TABLE 2.15. ONE-PARENT FAMILIES: LABOUR FORCE STATUS OF PARENT AND AGE OF YOUNGEST DEPENDENT PRESENT, AUSTRALIA, JUNE 1991
(*000 families)

Age of youngest dependent —	Parent employed			Parent unemployed	Parent in the labour force	Parent not in the labour force	Total
	Full time	Part time	Total				
0-4	17.7	16.0	33.7	8.2	41.9	81.2	123.1
5-9	25.2	22.2	47.4	8.4	55.8	43.7	99.5
10-14	38.0	19.2	57.2	7.7	64.9	32.5	97.4
15-24	33.2	8.8	42.0	4.3	46.2	17.2	63.5
Total	114.1	66.1	180.2	28.6	208.8	174.6	383.5

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

**TABLE 2.16. MARRIED-COUPLE FAMILIES: LABOUR FORCE STATUS OF HUSBAND AND WIFE
AND AGE OF YOUNGEST DEPENDENT PRESENT, AUSTRALIA, JUNE 1991**
(*000 families)

	Wife employed			Wife unemp- loyed	Wife in the labour force	Wife not in the labour force	Total
	Full time	Part time	Total				
HUSBAND EMPLOYED FULL TIME							
Families with dependents present	431.9	581.3	1,013.2	50.7	1,063.9	603.0	1,666.9
Age of youngest dependent —							
0-4	104.8	215.8	320.6	20.3	340.9	364.6	705.5
5-9	107.0	156.4	263.5	13.0	276.4	107.9	384.4
10-14	126.9	129.8	256.7	12.6	269.3	79.4	348.6
15-24	93.2	79.2	172.4	4.9	177.3	51.1	228.4
Families without dependents present	478.6	224.0	702.6	24.2	726.8	261.7	988.5
Total	910.5	805.3	1,715.8	74.9	1,790.7	864.7	2,655.4
HUSBAND EMPLOYED: TOTAL							
Families with dependents present	447.4	602.0	1,049.4	54.4	1,103.8	631.3	1,735.1
Age of youngest dependent —							
0-4	111.3	222.7	334.1	21.7	355.8	381.4	737.2
5-9	111.0	163.3	274.3	14.0	288.3	112.3	400.6
10-14	129.4	133.5	262.9	13.0	275.9	82.1	358.0
15-24	95.6	82.5	178.2	5.6	183.8	55.4	239.2
Families without dependents present	496.2	255.6	751.8	26.7	778.5	297.6	1,076.1
Total	943.6	857.6	1,801.2	81.1	1,882.3	928.9	2,811.2
HUSBAND UNEMPLOYED							
Families with dependents present	12.3	18.8	31.2	18.2	49.3	66.7	116.1
Age of youngest dependent —							
0-4	3.8	6.4	10.1	7.4	17.6	43.0	60.6
5-9	* 2.8	5.6	8.3	5.5	13.9	13.8	27.6
10-14	3.6	4.2	7.9	* 3.4	11.3	6.6	17.8
15-24	* 2.2	* 2.7	4.9	* 1.8	6.6	* 3.4	10.0
Families without dependents present	14.4	7.8	22.3	11.7	34.0	33.4	67.4
Total	26.8	26.7	53.4	29.9	83.3	100.1	183.5
HUSBAND IN THE LABOUR FORCE							
Families with dependents present	459.7	620.9	1,080.6	72.5	1,153.1	698.0	1,851.1
Age of youngest dependent —							
0-4	115.1	229.1	344.2	29.2	373.4	424.4	797.8
5-9	113.8	168.9	282.6	19.5	302.2	126.1	428.3
10-14	133.0	137.7	270.7	16.4	287.2	88.7	375.8
15-24	97.8	85.2	183.0	7.4	190.4	58.8	249.2
Families without dependents present	510.6	263.4	774.0	38.4	812.5	331.0	1,143.5
Total	970.4	884.3	1,854.6	111.0	1,965.6	1,029.0	2,994.7
HUSBAND NOT IN THE LABOUR FORCE							
Families with dependents present	19.8	15.1	34.9	3.7	38.6	75.9	114.5
Age of youngest dependent —							
0-4	5.3	* 3.3	8.7	* 1.0	9.7	18.7	28.4
5-9	* 2.3	* 3.2	5.5	* 0.7	6.1	17.0	23.2
10-14	5.2	* 3.4	8.5	* 1.4	9.9	18.3	28.2
15-24	6.9	5.3	12.2	* 0.6	12.8	21.9	34.7
Families without dependents present	27.5	22.6	50.2	* 3.0	53.2	686.8	740.0
Total	47.3	37.8	85.1	6.6	91.7	762.8	854.5
TOTAL							
Families with dependents present	479.5	636.0	1,115.5	76.2	1,191.7	773.9	1,965.6
Age of youngest dependent —							
0-4	120.5	232.4	352.9	30.1	383.0	443.2	826.2
5-9	116.1	172.0	288.1	20.2	308.3	143.1	451.5
10-14	138.2	141.1	279.3	17.8	297.1	107.0	404.1
15-24	104.8	90.5	195.2	8.0	203.3	80.6	283.9
Families without dependents present	538.2	286.1	824.2	41.4	865.6	1,017.9	1,883.5
Total	1,017.7	922.1	1,939.7	117.6	2,057.3	1,791.8	3,849.2

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

Persons Who Had Re-entered the Labour Force

In the following tables, persons who had re-entered the labour force are those who

- (i) were in the labour force at May 1990;
- (ii) had a period not in the labour force of at least twelve months' duration that finished within the last twelve months and;
- (iii) had worked continuously for at least twelve months at some earlier time.

An estimated 2 per cent of persons in the labour force at May 1990 had re-entered the labour force within the last twelve months.

Females accounted for 85 per cent of re-entrants.

Of the total number of persons who had re-entered the labour force, 89,800 females (65% of all re-entrants) were working at May 1990 and a further 27,400 females (20% of all re-entrants) were looking for work.

TABLE 2.17. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : AGE, BIRTHPLACE AND PERIOD OF ARRIVAL, SELECTED DETAILS OF PREVIOUS JOB AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA, MAY 1990
(^{'000})

	Females			Persons			Total
	Total males	Working	Looking for work	Total	Working	Looking for work	
Age—							
15-24	* 3.1	6.2	* 3.4	9.7	8.7	4.0	12.7
25-34	5.9	38.3	11.7	50.0	41.7	14.2	55.9
35-44	4.0	31.7	8.7	40.4	34.9	9.5	44.4
45-54	* 2.7	9.3	* 2.5	11.9	11.4	* 3.1	14.6
55 and over	4.5	4.2	* 1.1	5.3	7.6	* 2.2	9.8
Birthplace and period of arrival—							
Born in Australia	14.9	70.1	19.3	89.4	80.6	23.8	104.3
Born outside Australia	5.2	19.7	8.1	27.8	23.8	9.2	33.0
Arrived before 1971	* 3.3	7.3	* 3.0	10.3	10.2	* 3.4	13.6
Arrived 1971-1980	* 0.8	6.7	* 2.1	8.8	7.0	* 2.6	9.6
Arrived 1981-1990	* 1.1	5.7	* 3.0	8.7	6.6	* 3.2	9.8
Main English speaking countries(a)	* 2.6	10.9	* 3.4	14.3	13.3	3.5	16.9
Other countries	* 2.6	8.8	4.7	13.5	10.5	5.7	16.2
Full-time or part-time worker in previous job—							
Previous job less than 20 years ago	20.2	84.8	25.8	110.6	99.4	31.4	130.7
Full-time	18.1	66.3	21.8	88.1	79.0	27.2	106.2
Part-time	* 1.8	16.7	3.9	20.6	18.3	4.1	22.4
Varied/did not know	* 0.3	* 1.8	* 0.1	* 1.9	* 2.1	* 0.1	* 2.1
Previous job 20 or more years ago	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
Time in previous job—							
Previous job less than 20 years ago	20.2	84.8	25.8	110.6	99.4	31.4	130.7
1-2 years	6.9	34.9	11.9	46.8	39.3	14.3	53.7
3-9 years	6.9	43.4	11.1	54.4	48.6	12.7	61.3
3-4 years	* 3.2	23.3	5.6	28.9	25.4	6.7	32.1
5-9 years	3.7	20.1	5.5	25.6	23.2	6.1	29.3
10 years or more	6.4	6.5	* 2.9	9.3	11.5	4.3	15.7
10-19 years	* 2.7	6.0	* 2.2	8.2	8.2	* 2.7	10.9
20 years or more	3.7	* 0.5	* 0.6	* 1.1	* 3.2	* 1.6	4.8
Previous job 20 or more years ago	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
Time since previous job—							
1-2 years	8.6	23.7	6.4	30.2	30.2	8.6	38.8
3-9 years	9.8	41.2	12.5	53.7	48.2	15.4	63.5
3-4 years	5.5	17.7	7.0	24.7	21.5	8.7	30.2
5-9 years	4.4	23.5	5.5	29.0	26.6	6.7	33.4
10 years or more	* 1.7	24.8	8.5	33.3	26.0	9.1	35.0
10-19 years	* 1.7	19.9	6.8	26.7	21.0	7.4	28.4
20 years or more	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
Total	20.2	89.8	27.4	117.2	104.3	33.0	137.4

(a) Comprises United Kingdom, Ireland, Canada, South Africa, USA and New Zealand.

Source: Persons Who Had Re-entered the Labour Force, Australia, May 1990 (6264.0).

TABLE 2.18. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : JOB SEARCH EXPERIENCE AND OTHER RELATED CHARACTERISTICS AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA, MAY 1990
(^{'000})

		Females			Persons		
	Total males	Working	Looking for work	Total	Working	Looking for work	Total
<i>Main reason for wanting to work again—</i>							
Completed studies	* 2.4	* 2.2	* 0.0	* 2.2	4.2	* 0.4	4.6
Financial reasons	10.2	48.2	20.9	69.2	55.3	24.1	79.4
Returned after own illness or injury	* 3.0	* 0.9	* 0.0	* 0.9	* 2.5	* 1.4	3.9
Children gone to school/no longer needed to look after children	* 0.0	6.3	* 2.3	8.7	6.3	* 2.3	8.7
Boredom/needed another interest	* 1.2	13.6	3.5	17.1	14.3	4.0	18.3
To help in family business/bought business	* 0.1	11.0	* 0.2	11.3	11.2	* 0.2	11.4
Other	* 3.2	7.5	* 0.4	7.9	10.5	* 0.6	11.1
<i>Time spent not in the labour force since previous job—</i>							
Under 12 months	* 1.3	5.1	* 1.1	6.2	6.4	* 1.1	7.5
1-2 years	10.4	30.0	8.9	38.9	37.0	12.3	49.3
3-9 years	7.9	33.8	11.2	44.9	39.8	13.0	52.8
3-4 years	5.8	15.9	6.1	21.9	20.0	7.8	27.7
5-9 years	* 2.1	17.9	5.1	23.0	19.8	5.3	25.1
10 years or more	* 0.6	20.9	6.3	27.2	21.1	6.6	27.8
10-19 years	* 0.6	16.8	5.0	21.8	17.1	5.3	22.4
20 years or more	* 0.0	4.0	* 1.3	5.4	4.0	* 1.3	5.4
<i>Active steps taken to find work during the last twelve months—</i>							
Had looked for work	15.1	48.2	27.4	75.6	57.7	33.0	90.7
Registered with CES	7.3	10.7	10.6	21.2	15.0	13.5	28.5
Took no other active steps	* 0.1	* 0.3	* 0.0	* 0.3	* 0.4	* 0.0	* 0.4
Contacted prospective employers	6.1	9.6	9.1	18.7	13.1	11.8	24.9
Took other active steps	* 1.0	* 0.8	* 1.4	* 2.2	* 1.6	* 1.7	* 3.3
Not registered with CES	7.8	37.5	16.9	54.4	42.7	19.5	62.2
Took only inactive steps	* 0.5	* 1.8	* 2.1	3.9	* 2.0	* 2.4	4.4
Contacted prospective employers	5.8	29.4	13.0	42.3	33.5	14.6	48.1
Took other active steps	* 1.5	6.3	* 1.8	8.1	7.2	* 2.5	9.7
Had not looked for work	5.1	41.6	* 0.0	41.6	46.7	* 0.0	46.7
<i>Main difficulty in finding work during the last twelve months—</i>							
Had looked for work	15.1	48.2	27.4	75.6	57.7	33.0	90.7
Own ill health or disability	* 3.0	* 0.2	* 1.3	* 1.5	* 1.7	* 2.8	4.5
Considered too young or too old by employers	* 1.6	* 1.1	* 1.9	* 3.0	* 2.3	* 2.3	4.6
Unsuitable hours	* 0.0	* 1.6	* 3.1	4.7	* 1.6	* 3.1	4.7
No vacancies in line of work	* 1.4	* 2.3	* 2.2	4.5	* 3.3	* 2.7	5.9
Other difficulties(a)	* 1.8	4.8	10.2	15.0	5.2	11.6	16.8
No difficulties at all	7.2	38.2	8.6	46.8	43.6	10.5	54.1
Had not looked for work	5.1	41.6	* 0.0	41.6	46.7	* 0.0	46.7
Total	20.2	89.8	27.4	117.2	104.3	33.0	137.4

(a) Includes too far to travel/transport problems; language difficulties; difficulties with ethnic background; lacked necessary skills/education; insufficient work experience; and no vacancies at all.

Source: *Persons Who Had Re-entered the Labour Force, Australia, May 1990* (6264.0).

Persons Who Have Left the Labour Force

These statistics relate to persons not in the labour force at April 1991 who left the labour force within the previous twelve months. They provide information on their reasons for leaving the labour force, their past labour force experience, whether or not they intended to return to the labour force and their current activities.

In April 1991 there were an estimated 4,844,400 persons who were not in the labour force (36% of the civilian population age 15 and over). Of these persons 565,800 had left the labour force within the previous twelve months. These people account for 6 per cent of the 9,172,600 persons who were in the labour force at some stage during the year ending April 1991. This is similar to the proportion recorded in 1988.

The majority of persons who have left the labour force in the twelve months to April 1991 were female (370,900 or 66%) of whom more than half were in the age group 25 to 44 years.

Of those that had left the labour force in the last twelve months, 341,500 (60%) stated that their last labour force activity was working. Of these people, 61 per cent were job leavers. The most common reasons, people gave for leaving their jobs were 'pregnancy/to have children' (26%), 'retired/did not want to work any longer' (21%) and 'returned to study' (19%). For the people who were job losers, the most common reasons for having lost their jobs were 'job was temporary or seasonal and did not leave to return to studies' (45%) and 'retrenched' (31%).

Among the 565,800 persons who left the labour force in the 12 months to April 1991, there were 224,300 persons whose last labour force activity was looking for work.

The majority of persons who had left the labour force intended to return to the labour force (390,000 or 69%), with 53 per cent of these intending to return in under one year.

Of those who intended to return to the labour force, 61 per cent would prefer to return to part-time work. Of those whose main activity since leaving the labour force was 'attending an educational institution', 87 per cent intended to return to the labour force while of those whose main activity was 'home duties/childcare', 64 per cent intended to return.

There were 106,900 persons who did not intend to return to the labour force. Of the 69,700 females who did not intend to return to the labour force, 83 per cent said that 'home duties/childcare' was their main activity since leaving the labour force.

TABLE 2.19. ALL PERSONS AGED 15 AND OVER: LABOUR FORCE STATUS, WHETHER LEFT THE LABOUR FORCE WITHIN THE LAST TWELVE MONTHS, DURATION OF CONTINUOUS PERIOD IN THE LABOUR FORCE BEFORE LEAVING AND LAST LABOUR FORCE ACTIVITY, AUSTRALIA, NOVEMBER 1985, APRIL 1988 AND APRIL 1991 ('000)

	November 1985		April 1988		April 1991		
	Males	Females	Males	Females	Males	Females	Persons
All persons aged 15 and over	5,926.6	6,112.9	6,237.4	6,428.5	6,640.9	6,810.3	13,451.2
In the labour force	4,496.0	2,894.0	4,743.9	3,252.4	5,008.6	3,598.1	8,606.8
Not in the labour force	1,430.5	3,218.9	1,493.5	3,176.1	1,632.2	3,212.2	4,844.4
Left the labour force within the last twelve months	(a)137.9	(a)323.4	(a)165.5	(a)364.1	194.9	370.9	565.8
Continuous period of less than twelve months in the labour force before leaving	59.9	170.3	83.0	171.6	111.1	210.1	321.2
Last labour force activity—							
Worked	n.a	n.a	47.7	94.4	53.0	102.7	155.7
Looked for work	n.a	n.a	35.3	77.2	58.2	107.4	165.5
Continuous period of at least twelve months in the labour force before leaving	78.0	153.0	80.1	190.8	83.7	160.8	244.6
Last labour force activity—							
Worked	70.4	136.5	56.4	136.7	61.7	124.0	185.7
Looked for work	7.6	16.5	23.7	54.1	22.0	36.7	58.8

(a) Includes persons whose duration of continuous period in the labour force could not be determined.

Source: *Persons Who Have Left The Labour Force, Australia, April 1991* (6267.0).

TABLE 2.20. PERSONS WHO HAVE LEFT THE LABOUR FORCE: SELECTED CHARACTERISTICS,
AUSTRALIA, NOVEMBER 1985, APRIL 1988 AND APRIL 1991
(^{'000})

	November 1985		April 1988		April 1991		
	Males	Females	Males	Females	Males	Females	Persons
<i>Age group—</i>							
15-24	47.6	83.9	66.8	102.3	88.7	113.1	201.8
25-44	31.0	177.3	38.3	194.5	40.2	192.5	232.7
45-59	21.9	46.2	29.9	56.0	30.7	50.3	81.0
60 and over	37.4	16.0	30.6	11.4	35.3	14.9	50.2
<i>Birthplace—</i>							
Born in Australia	99.7	246.3	122.2	275.9	144.2	291.4	435.6
Born outside Australia	38.2	77.0	43.4	88.2	50.7	79.4	130.2
<i>Main source of income—</i>							
Investments/saving	26.2	18.9	26.1	15.5	28.8	16.9	45.7
Superannuation	10.4	*3.2	13.3	*3.3	15.7	*4.3	20.0
TEAS/AUSTUDY	10.7	6.7	17.7	15.7	26.3	25.1	51.4
Unemployment/sickness benefit	20.1	13.8	22.6	16.0	25.5	24.4	49.8
Invalid/age/supporting parent's/widow's pension	17.4	37.9	15.9	36.0	16.9	44.6	61.5
Dependent on someone else's income	32.7	229.4	44.1	246.7	63.7	242.8	306.5
Other(a)	20.5	13.5	14.7	8.4	18.0	12.7	30.8
Not asked	..	..	11.3	22.5	..	..	..
<i>Housing arrangements—</i>							
Owned own home	n.a.	n.a.	43.7	65.6	50.8	79.4	130.1
Paying off home	n.a.	n.a.	18.5	121.7	17.1	99.4	116.5
Renting	n.a.	n.a.	41.0	97.5	50.1	113.5	163.6
Lived rent free	n.a.	n.a.	38.6	44.3	30.9	34.3	65.2
Other	n.a.	n.a.	12.3	12.4	7.1	7.5	14.6
Not asked	n.a.	n.a.	11.3	22.5	..	..	..
Still at school	n.a.	n.a.	..	..	38.9	36.9	75.7
<i>Time since left the labour force (weeks)—</i>							
1 and under 4	16.1	38.8	38.7	92.3	51.7	92.8	144.6
4 and under 8	15.3	41.6	27.2	51.8	28.8	53.4	82.2
8 and under 13	18.0	43.2	38.4	58.4	39.6	63.0	102.6
13 and under 26	29.2	69.8	36.5	92.3	47.1	90.9	138.0
26 and under 39	26.3	59.9	13.5	45.3	18.5	44.9	63.5
39 and under 52	33.0	70.1	11.3	24.1	9.0	25.9	35.0
<i>Intention to return to the labour force—</i>							
Intended to return	76.4	166.8	103.0	227.9	139.4	251.5	390.9
Under 1 year	53.0	108.2	61.7	114.9	82.2	123.6	205.8
Under 3 months	43.4	70.2	32.4	59.2	37.1	58.8	95.9
3 and under 6 months	6.1	26.5	7.2	20.3	10.0	23.4	33.5
6 and under 12 months	*3.5	11.5	22.1	35.4	35.2	41.3	76.5
1 and under 3 years	6.0	23.6	9.0	27.8	8.1	30.4	38.4
3 and under 5 years	*1.2	5.1	*1.6	7.6	*0.8	7.0	7.8
5 years and over	*0.2	*4.2	*0.7	*2.1	*1.3	5.0	6.4
Did not know	16.0	25.6	30.0	75.4	46.9	85.6	132.5
Did not intend to return	43.5	99.2	37.3	70.6	37.2	69.7	106.9
Undecided	18.0	57.3	14.0	43.1	18.3	49.7	68.0
Not asked	..	..	11.3	22.5	..	..	..
Total	137.9	323.4	165.5	364.1	194.9	370.9	565.8

(a) Includes life assurance, other retirement schemes, war disability/repatriation/service/war widow's pension.

Source: *Persons Who Have Left The Labour Force, Australia, April 1991* (6267.0).

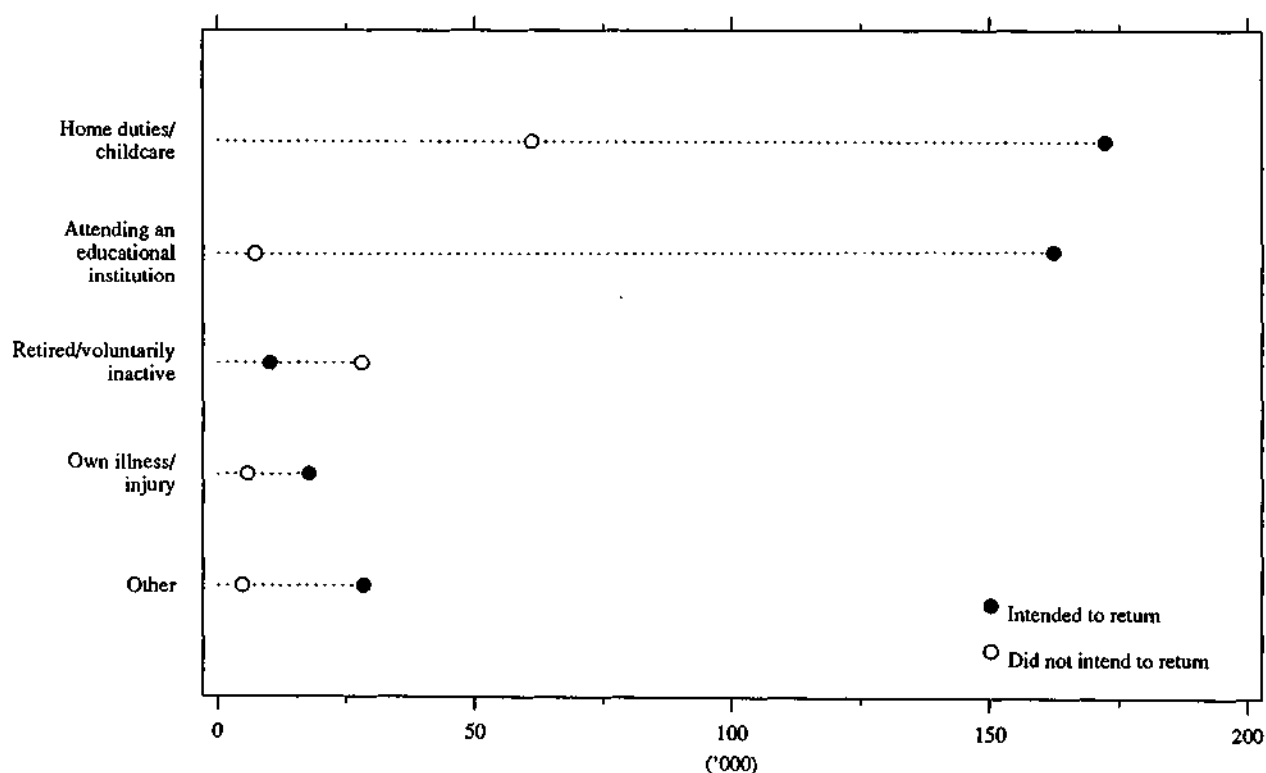
TABLE 2.21. PERSONS WHO HAVE LEFT THE LABOUR FORCE AND WHOSE LAST LABOUR FORCE ACTIVITY WAS WORKING: REASON FOR CEASING LAST JOB AND WHETHER INTENDED TO RETURN TO LABOUR FORCE, AUSTRALIA, APRIL 1991
(^{'000})

Reason for ceasing last job	Whether intended to return to the labour force							
	Intended to return		Did not intend to return			Total		
	Males	Females	Males	Females	Undecided	Males	Females	Persons
Job loser(a)	33.3	40.8	11.9	22.9	22.9	52.1	79.8	131.9
Retrenched	11.3	13.9	* 2.6	6.0	7.0	15.5	25.2	40.7
Job was temporary or seasonal and did not leave to return to studies	14.9	21.4	* 3.0	11.6	9.1	20.7	39.3	60.0
Own ill health or injury	6.1	* 4.1	6.1	* 4.4	5.8	14.5	12.1	26.6
Job leaver	35.6	90.3	21.2	35.9	26.6	62.6	147.0	209.6
Job was temporary or seasonal and left to return to studies	4.5	* 3.6	* 0.0	* 0.3	* 1.2	4.9	4.6	9.5
Retired/ did not want to work any longer	* 2.1	* 2.2	18.2	15.3	5.4	23.0	20.2	43.2
Returned to studies	17.5	18.4	* 1.3	* 0.9	* 2.6	19.4	21.3	40.7
Pregnancy/ to have children	* 0.0	39.3	* 0.0	7.5	7.4	* 0.0	54.2	54.2
To look after family, house or someone else	* 0.9	* 3.6	* 0.0	* 4.0	* 1.8	* 1.1	9.1	10.2
To have holiday/ to move house	* 2.6	7.6	* 0.0	* 0.5	* 2.7	* 3.1	10.3	13.4
spouse transferred	8.1	15.5	* 1.7	7.5	5.5	11.1	27.3	38.4
Other								
Total	68.9	131.1	33.1	58.8	49.5	114.7	226.8	341.5

(a) Includes business closed down for economic reasons

Source: *Persons Who Have Left the Labour Force, Australia, April 1991 (6267.0)*.

CHART 2.7. PERSONS WHO HAVE LEFT THE LABOUR FORCE: INTENTION TO RETURN BY MAIN ACTIVITY SINCE LEAVING THE LABOUR FORCE, AUSTRALIA, APRIL 1991



Source: *Persons Who Have Left The Labour Force, Australia, April 1991 (6267.0)*.

Retirement and Retirement Intentions

In November 1989 there were an estimated 4,863,400 persons aged 45 and over. Of these persons 2,641,900 (54%) had retired from full-time work, 1,584,500 (33%) intended to retire from full-time work, 461,700 (9%) had never worked full time and did not intend to work full time and a further 175,300 (4%) did not intend to retire from full-time work.

Of the estimated 2,641,900 persons who had retired from full-time work, 1,040,000 (39%) were males and 1,602,000 (61%) were females.

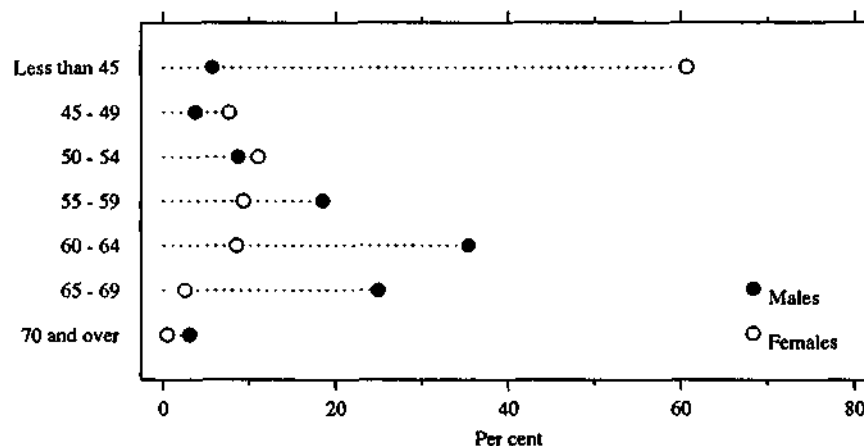
Persons Who Had Retired From Full-time Work

- A large number of persons (1,031,900) had retired from full-time work before reaching the age of 45 years, representing 39 per cent of all persons aged 45 and over who had retired from full-time work.
- Males generally reported retiring from full-time work at an older age than females. For females, 60 per cent retired from full time work before reaching the age of 45, compared with only 6 per cent of males. Some 60 per cent of males retired between the ages of 60 and 69, while only 11 per cent of females had retired between those ages.
- An estimated 20 per cent of persons in the occupations Clerks and Salespersons and personal service workers retired before age 45. In contrast 6 per cent of Managers and administrators retired before age 45. Of the occupation groups, Managers and administrators and Tradespersons were least likely to retire before age 65 (some 25 and 24 per cent respectively retired at age 65 or older).
- In the Agriculture, forestry, fishing and hunting industry approximately 66 per cent of persons had retired before age 65 compared with the Recreation, personal and other services industry with 88 per cent.

Persons Aged 45 And Over Who Intended To Retire From Full-time Work

- An estimated 43 per cent of males intended to retire between the ages of 65 and 69. Some 24 per cent reported that they did not know at what age they intended to retire.
- For females, 33 per cent reported that they did not know their intended age at retirement, while 32 per cent intended to retire between 60 and 64 years.
- For males, 78 per cent of those who intended to retire belonged to a retirement scheme, compared with 61 per cent of females.
- A majority of persons expected to receive a lump sum payment from a retirement scheme. About 16 per cent of males reported that they would invest the lump sum they received from a retirement scheme, and a further 11 per cent reported that they would invest in an approved deposit fund or deferred annuity.

CHART 2.8. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT BY SEX, AUSTRALIA, NOVEMBER 1989



Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

TABLE 2.22. PERSONS AGED 45 AND OVER: COMPARATIVE PROFILE AND WHETHER HAD RETIRED OR INTENDED TO RETIRE FROM FULL-TIME WORK(a), AUSTRALIA, NOVEMBER 1989

	Whether had retired or intended to retire from full-time work							
	Had retired	Intended to retire	Did not intend to retire	Had never had a full-time job and did not intend to work full-time	Total	Had retired	Intended to retire	Total
	— '000 —					— per cent —		
<i>Age at November 1989—</i>								
45-49	236.6	614.6	46.3	36.8	934.4	9.0	38.8	19.2
50-54	252.5	462.0	42.3	44.8	801.5	9.6	29.2	16.5
55-59	320.5	309.9	30.1	46.9	707.5	12.1	19.6	14.5
60-64	467.5	169.4	30.7	67.2	734.8	17.7	10.7	15.1
65-69	535.8	21.6	13.7	70.3	641.4	20.3	1.4	13.2
70 and over	829.0	6.9	12.1	195.7	1,043.8	31.4	0.4	21.5
<i>Marital status—</i>								
Married	1,877.0	1,296.9	136.1	259.7	3,569.8	71.0	81.9	73.4
Not-married	764.9	287.5	39.1	202.1	1,293.6	29.0	18.1	26.6
<i>Family status—</i>								
Member of a family	2,040.0	1,352.5	143.9	331.0	3,867.3	77.2	85.4	79.5
Husband or wife	1,827.4	1,247.8	130.3	252.2	3,457.8	69.2	78.8	71.1
With dependents present	202.8	493.2	43.8	29.3	769.1	7.7	31.1	15.8
Without dependents present	1,624.7	754.6	86.5	222.9	2,688.6	61.5	47.6	55.3
Other family head	128.1	72.3	9.6	39.7	249.6	4.8	4.6	5.1
With dependents present	21.9	32.8	* 3.1	6.2	64.0	0.8	2.1	1.3
Without dependents present	106.1	39.5	6.5	33.5	185.6	4.0	2.5	3.8
Other child of married couple or family head	13.9	19.6	* 1.2	* 3.9	38.6	0.5	1.2	0.8
Other relative of married couple or family head	70.6	12.8	* 2.8	35.2	121.4	2.7	0.8	2.5
Not a member of a family	518.8	165.0	23.4	113.9	821.1	19.6	10.4	16.9
Living alone	479.3	128.0	18.1	107.8	733.1	18.1	8.1	15.1
Not living alone	39.5	37.0	5.4	6.2	88.0	1.5	2.3	1.8
Family status not determined	83.1	67.0	8.0	16.8	174.9	3.1	4.2	3.6
<i>Birthplace and period of arrival—</i>								
Born in Australia	1,876.1	1,015.5	126.0	298.6	3,316.2	71.0	64.1	68.2
Born outside Australia	765.8	568.9	49.3	163.1	1,547.2	29.0	35.9	31.8
Arrived before 1961	455.2	220.1	20.2	76.1	771.5	17.2	13.9	15.9
Arrived 1961-1970	187.9	190.5	16.0	38.0	432.4	7.1	12.0	8.9
Arrived 1971-1980	73.4	95.1	6.4	24.1	199.0	2.8	6.0	4.1
Arrived 1981-1989	49.4	63.3	6.7	25.0	144.3	1.9	4.0	3.0
<i>Area—</i>								
Metropolitan	1,639.4	1,027.6	79.9	251.6	2,998.5	62.1	64.9	61.7
Non-metropolitan	1,002.5	556.8	95.4	210.2	1,864.9	37.9	35.1	38.3
Total	2,641.9	1,584.5	175.3	461.7	4,863.4	100.0	100.0	100.0
Males	1,040.0	1,155.7	134.9	16.8	2,347.4	39.4	72.9	48.3
Females	1,602.0	428.8	40.3	444.9	2,516.0	60.6	27.1	51.7

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey.

Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

TABLE 2.23. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: STATUS OF WORKER IN LAST FULL-TIME JOB, OCCUPATION AND INDUSTRY OF LAST FULL-TIME JOB AND AGE AT RETIREMENT AUSTRALIA, NOVEMBER 1989
(*000)

	Age at retirement							Total
	Less than 45	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 and over	
Last full-time job less than 20 years ago(a)	236.0	133.4	231.1	312.0	471.4	277.5	37.8	1,699.2
<i>Status of worker in last full-time job—</i>								
Wage and salary earners	215.0	118.6	195.7	273.5	411.1	233.2	22.0	1,468.9
Employers	9.5	7.4	15.7	17.4	24.7	17.2	5.3	97.2
Self-employed	11.4	7.4	19.3	21.1	35.5	26.9	10.3	131.7
<i>Occupation in last full-time job—</i>								
Managers and administrators	15.1	13.9	30.2	46.8	74.3	44.6	14.9	239.8
Professionals	13.5	6.7	11.3	27.8	43.4	24.6	* 4.3	131.7
Para-professionals	13.0	5.0	10.3	21.5	30.7	12.8	* 1.5	95.0
Tradespersons	21.0	17.3	27.0	47.8	83.6	55.7	* 4.4	256.9
Clerks	47.0	20.2	35.8	47.4	61.8	23.3	* 2.7	238.2
Salespersons and personal service workers	35.1	19.4	34.5	26.9	32.6	15.7	* 3.2	167.3
Plant and machine operators, and drivers	32.1	18.1	25.1	34.3	48.2	36.5	* 1.1	195.5
Labourers and related workers	59.2	32.7	56.9	59.5	96.8	64.2	5.6	374.8
<i>Industry of last full-time job—</i>								
Agriculture, forestry, fishing and hunting	6.1	* 4.1	11.9	10.9	24.0	18.8	10.4	86.2
Mining	* 1.9	* 0.4	* 2.4	5.1	6.5	* 2.4	* 0.1	18.8
Manufacturing	71.0	39.9	58.3	74.2	111.3	78.8	6.5	440.0
Electricity, gas and water	* 1.2	* 1.4	* 1.5	8.6	19.6	8.6	* 0.3	41.1
Construction	9.5	6.9	11.4	17.0	31.6	21.4	* 1.4	99.3
Wholesale and retail trade	49.1	27.3	49.1	54.8	70.8	36.1	8.1	295.3
Transport and storage	8.6	5.0	11.0	23.2	41.0	25.5	* 1.3	115.7
Communication	* 3.6	* 2.7	7.1	9.6	13.7	7.5	* 0.3	44.4
Finance, property and business services	13.8	5.7	9.5	18.3	30.1	12.6	* 2.8	92.9
Public administration and defence	9.0	* 3.7	11.7	17.9	30.9	22.3	* 0.4	95.8
Community services	40.2	23.4	39.8	51.6	69.2	32.3	* 3.8	260.2
Recreation, personal and other services	22.0	13.0	17.4	20.8	22.8	11.2	* 2.4	109.5
Last full-time job 20 or more years ago	795.9	27.2	35.2	29.2	33.1	20.7	* 1.4	942.7
Total	1,031.9	160.6	266.3	341.2	504.4	298.2	39.2	2,641.9
Males	59.7	38.4	90.6	192.2	368.5	258.7	31.9	1,040.0
Females	972.2	122.2	175.7	149.0	135.9	39.5	7.4	1,602.0

(a) Includes unpaid family helpers and excludes persons whose last full-time job was unpaid voluntary work.

Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

TABLE 2.24. PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK: INTENDED DISBURSEMENT OF LUMP SUM PAYMENT FROM RETIREMENT SCHEME AND AGE INTENDED TO RETIRE, AUSTRALIA, NOVEMBER 1989

Intended disbursement of lump sum payment from retirement scheme	Age intended to retire						Total (per cent)	
	45 - 54	55 - 59	60 - 64	65 - 69 — '000 —	70 and over	Did not know		
	MALES							
Belonged to a retirement scheme	9.2	112.4	197.1	381.4	14.7	182.6	897.4	77.7
Expected to receive a lump sum payment	5.4	78.0	128.8	235.8	10.0	89.3	547.3	47.4
Purchase an annuity	* 0.0	* 0.3	* 1.1	* 2.6	* 0.3	* 0.5	4.8	0.4
Invest in an approved deposit fund/deferred annuity	* 1.6	28.6	37.8	42.7	* 2.2	17.1	129.9	11.2
Invest the money	* 2.7	29.5	43.6	75.3	* 3.8	25.5	180.3	15.6
Pay off home/pay for improvements	* 0.4	* 4.2	10.1	30.2	* 1.0	5.8	51.5	4.5
Pay for a holiday	* 0.1	* 2.3	11.1	13.9	* 0.5	* 3.6	31.5	2.7
Other(a)	* 0.0	* 3.4	8.7	15.4	* 0.2	6.3	33.9	2.9
Did not know	* 0.6	9.7	16.5	55.7	* 2.1	30.6	115.3	10.0
Did not expect to receive a lump sum payment	* 1.6	12.9	20.0	44.0	* 2.2	20.6	101.2	8.8
Did not know	* 2.3	21.5	48.3	101.6	* 2.5	72.7	248.9	21.5
Did not belong to a retirement scheme	* 3.8	9.2	24.2	115.8	8.6	96.7	258.2	22.3
Total	13.0	121.6	221.3	497.2	23.3	279.3	1,155.7	100.0
FEMALES								
Belonged to a retirement scheme	17.1	62.7	83.1	28.4	* 1.7	70.0	263.0	61.3
Expected to receive a lump sum payment	10.8	41.7	52.0	16.1	* 1.2	36.6	158.5	37.0
Purchase an annuity	* 0.1	* 0.2	* 0.3	* 0.3	* 0.0	* 0.0	* 0.8	* 0.2
Invest in an approved deposit fund/deferred annuity	* 1.7	9.0	10.6	* 3.1	* 0.0	4.6	29.0	6.8
Invest the money	* 3.5	15.6	18.1	4.7	* 0.2	9.3	51.5	12.0
Pay off home/pay for improvements	* 1.3	5.6	6.3	* 3.2	* 0.6	* 1.6	18.7	4.4
Pay for a holiday	* 2.1	* 4.1	* 3.4	* 0.6	* 0.3	* 2.9	13.5	3.2
Other(a)	* 0.7	* 2.5	* 2.8	* 2.0	* 0.0	* 1.8	9.7	2.3
Did not know	* 1.4	4.8	10.5	* 2.1	* 0.1	16.3	35.2	8.2
Did not expect to receive a lump sum payment	* 1.6	5.7	11.7	* 3.4	* 0.0	7.7	30.1	7.0
Did not know	4.7	15.3	19.4	8.8	* 0.5	25.7	74.4	17.4
Did not belong to a retirement scheme	12.9	12.8	54.0	14.8	* 1.0	70.3	165.8	38.7
Total	30.0	75.5	137.1	43.2	* 2.7	140.3	428.8	100.0
PERSONS								
Belonged to a retirement scheme	26.3	175.1	280.2	409.8	16.4	252.6	1,160.5	73.2
Expected to receive a lump sum payment	16.2	119.7	180.8	252.0	11.2	125.9	705.8	44.5
Purchase an annuity	* 0.1	* 0.5	* 1.3	* 2.9	* 0.3	* 0.5	5.6	0.4
Invest in an approved deposit fund/deferred annuity	* 3.3	37.5	48.4	45.8	* 2.2	21.7	158.9	10.0
Invest the money	6.2	45.1	61.7	80.1	* 4.0	34.8	231.8	14.6
Pay off home/pay for improvements	* 1.7	9.8	16.4	33.4	* 1.6	7.4	70.2	4.4
Pay for a holiday	* 2.3	6.4	14.5	14.5	* 0.8	6.5	45.1	2.8
Other(a)	* 0.7	5.8	11.6	17.4	* 0.2	8.1	43.7	2.8
Did not know	* 2.0	14.5	27.0	57.9	* 2.2	46.9	150.5	9.5
Did not expect to receive a lump sum payment	* 3.1	18.6	31.7	47.4	* 2.2	28.3	131.3	8.3
Did not know	7.0	36.8	67.7	110.4	* 3.1	98.4	323.3	20.4
Did not belong to a retirement scheme	16.7	22.0	78.2	130.6	9.5	167.0	424.0	26.8
Total	43.0	197.1	358.4	540.4	26.0	419.6	1,584.5	100.0

(a) Includes the category 'clear other outstanding debts'.

Source: Retirement and Retirement Intentions, Australia, November 1989 (6238.0).

CHAPTER 3

EMPLOYMENT AND UNDEREMPLOYMENT

This chapter provides a statistical summary of employment and underemployment in Australia. Data on employment are obtained from two main sources — the ABS Monthly Labour Force Survey (and associated supplementary surveys) and the employer based quarterly survey of Employment and Earnings. The principal publications for employment data from these surveys are *The Labour Force, Australia* (6203.0), and *Employed Wage and Salary Earners, Australia* (6248.0) respectively.

There are conceptual and methodological reasons for differences in the estimates produced by the two surveys. These are discussed in *Employed Wage and Salary Earners* (6248.0) and in an *Information Paper: Comparison of Employment Estimates from the Labour Force Survey and the Survey of Employment and Earnings* (6263.0). The two series should be seen as complementary and movements in them have generally been broadly consistent. In recent time periods the two surveys have shown some divergence in the estimates produced. Some comments on this have been made in *Employed Wage and Salary Earners, Australia* (6248.0).

The ABS considers that the Labour Force series provides the better indicator of overall employment movements at the Australian and State level. The aggregate employment estimates in the quarterly National Accounts are based on this source.

All Employed Persons (Source: *The Labour Force, Australia* (6203.0))

The Monthly Labour Force Survey collects information, using personal interviews, from civilian persons aged 15 and over in a sample of private and non-private dwellings eg. hotels, motels, institutions. The scope of the survey includes all employed persons, comprising employers, self-employed persons, unpaid helpers in family businesses and employees in private households, as well as wage and salary earners.

A person is defined as employed if he or she does at least one hour of paid work during a specific week (referred to as the reference week), regardless of the number of hours worked. In addition, a person is defined as employed if he or she works for one hour or more in a family business or on a farm. In this chapter, Labour Force Survey measures of employment are analysed according to such criteria as the demographic characteristics of employed persons, the industry in which they work, their occupation and status of worker (i.e. whether they are wage and salary earners, employers, etc.), the weekly hours they work and whether they are employed full-time or part-time. Multiple jobholding, the job-changing behaviour of the population and the educational attainment of employed persons are also highlighted. The information paper *Measuring Employment and Unemployment* (6279.0) provides additional information about the measurement of employment and unemployment.

Total employment in Australia in August 1991 was 7,669,200, comprising 4,443,700 males and 3,225,500 females.

Over the period August 1981 to August 1991 total employment increased by 1,275,500. From August 1981 to August 1983 the estimated number of employed persons fell by 152,600. Between August 1983 and August 1990 the estimated number of employed persons rose by 1,583,900 but then fell by 155,800 in the twelve months to August 1991. Some 52 per cent of the increase in employment from August 1981 to August 1991 was due to a rise in the number of persons employed part time. The increase in female employment contributed to about 67 per cent of the increase in full-time employment and 72 per cent of the increase in part-time employment over the same period.

Part-time employment has made a significant contribution to growth in total employment in the ten years to August 1991. Females employed part-time comprised 17.2 per cent of total employment in August 1991, up from 13 per cent ten years earlier. Males employed part-time increased from 3.5 per cent to 5.3 per cent over the period. While female full-time employment also increased slightly, the contribution of male full-time employment decreased from 60.0 per cent of total employment in August 1981 to 52.6 per cent in August 1991.

While the employment/population ratio for persons decreased 0.6 percentage points, from 57.3 per cent in August 1981 to 56.7 per cent in August 1991, for females the ratio increased from 41.2 per cent to 47.1 per cent (5.9 percentage points).

TABLE 3.1. EMPLOYED PERSONS : STATUS OF WORKER, AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(^{'000})

August	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
1981	345.3	643.1	5,378.6	26.7	6,393.7
1982	353.2	647.0	5,354.3	24.9	6,379.3
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	336.2	683.2	5,425.7	21.1	6,466.1
1985	351.9	713.5	5,582.6	27.6	6,675.6
1986(a)	346.0	749.7	5,756.9	66.0	6,918.6
1987	363.2	732.2	5,937.8	59.1	7,092.3
1988	379.9	745.2	6,161.9	66.4	7,353.4
1989	369.8	774.1	6,531.1	52.5	7,727.6
1990	388.4	786.9	6,583.3	66.5	7,825.0
1991	346.5	783.2	6,469.4	70.1	7,669.2

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 3.2. EMPLOYED PERSONS : FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1981 TO AUGUST 1991

August	Males				Females				Persons		
	Married		Total		Married		Total				
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Total
	NUMBER (^{'000})										
1981	2,615.7	95.6	3,835.6	222.3	746.4	629.9	1,501.5	834.3	5,337.1	1,056.6	6,393.7
1982	2,610.7	99.8	3,782.5	241.9	749.6	631.6	1,503.4	851.6	5,285.9	1,093.4	6,379.3
1983	2,547.1	107.0	3,663.4	240.2	753.3	630.7	1,486.9	850.5	5,150.3	1,090.7	6,241.1
1984	2,593.9	105.8	3,772.5	245.5	786.6	659.3	1,546.3	901.8	5,318.8	1,147.3	6,466.1
1985	2,624.6	102.3	3,856.7	254.4	804.8	703.9	1,607.3	957.2	5,464.0	1,211.6	6,675.6
1986(a)	2,664.2	112.8	3,922.3	280.3	884.5	773.4	1,686.5	1,029.5	5,608.8	1,309.8	6,918.6
1987	2,688.4	123.8	3,960.0	317.1	910.7	809.4	1,711.1	1,104.1	5,671.1	1,421.2	7,092.3
1988	2,760.4	116.8	4,076.4	305.7	958.8	861.9	1,798.1	1,173.1	5,874.6	1,478.8	7,353.4
1989	2,823.1	132.6	4,217.5	354.4	1,022.4	904.5	1,891.5	1,264.2	6,108.9	1,618.6	7,727.6
1990	2,894.9	136.6	4,218.5	365.3	1,058.2	921.4	1,941.3	1,299.9	6,159.8	1,665.2	7,825.0
1991	2,773.6	167.9	4,035.4	408.3	1,068.1	921.9	1,907.6	1,317.9	5,943.0	1,726.2	7,669.2
PROPORTION OF EMPLOYED PERSONS (per cent)											
1981	40.9	1.5	60.0	3.5	11.7	9.9	23.5	13.0	83.5	16.5	100.0
1982	40.9	1.6	59.3	3.8	11.8	9.9	23.6	13.3	82.9	17.1	100.0
1983	40.8	1.7	58.7	3.8	12.1	10.1	23.8	13.6	82.5	17.5	100.0
1984	40.1	1.6	58.3	3.8	12.2	10.2	23.9	13.9	82.3	17.7	100.0
1985	39.3	1.5	57.8	3.8	12.1	10.5	24.1	14.3	81.9	18.1	100.0
1986(a)	38.5	1.6	56.7	4.1	12.8	11.2	24.4	14.9	81.1	18.9	100.0
1987	37.9	1.7	55.8	4.5	12.8	11.4	24.1	15.6	80.0	20.0	100.0
1988	37.5	1.6	55.4	4.2	13.0	11.7	24.5	16.0	79.9	20.1	100.0
1989	36.5	1.7	54.6	4.6	13.2	11.7	24.5	16.4	79.1	20.9	100.0
1990	37.0	1.7	53.9	4.7	13.5	11.8	24.8	16.6	78.7	21.3	100.0
1991	36.2	2.2	52.6	5.3	13.9	12.0	24.9	17.2	77.5	22.5	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

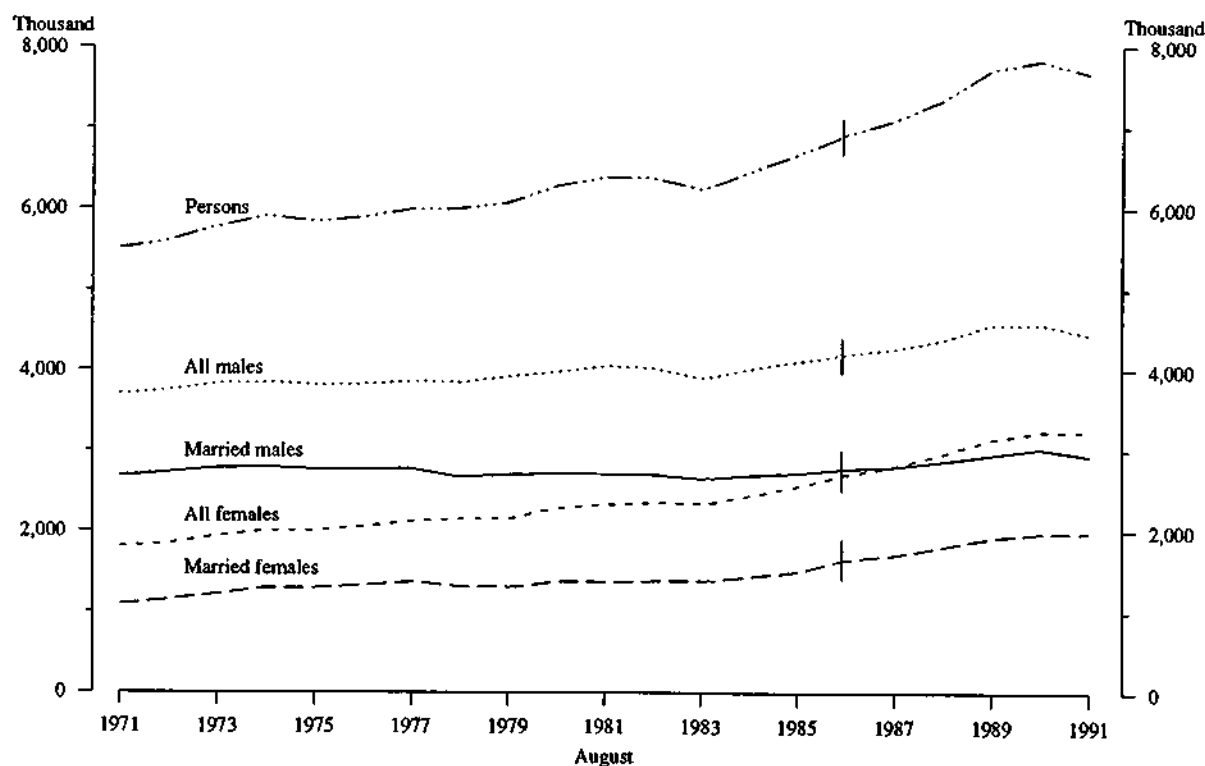
Source: The Labour Force, Australia (6203.0).

TABLE 3.3. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, BY AGE, AUSTRALIA, AUGUST 1991
(^{'000})

	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MARRIED MALES									
Full-time workers	* 2.2	87.7	734.4	925.0	684.2	188.2	111.3	40.6	2,773.6
Part-time workers	* 0.4	4.7	28.1	32.2	32.4	22.9	24.6	22.7	167.9
Total	* 2.5	92.4	762.5	957.1	716.6	211.1	135.9	63.4	2,941.5
ALL MALES									
Full-time workers	167.5	451.0	1,134.1	1,105.9	780.9	217.8	129.7	48.6	4,035.4
Part-time workers	121.2	62.6	61.5	42.9	38.8	25.2	28.8	27.3	408.3
Total	288.7	513.6	1,195.6	1,148.8	819.7	243.0	158.5	75.9	4,443.7
MARRIED FEMALES									
Full-time workers	4.9	92.6	305.7	371.5	225.0	44.1	17.9	6.5	1,068.1
Part-time workers	3.8	30.3	263.4	343.7	203.7	46.1	21.6	9.2	921.9
Total	8.7	122.9	569.1	715.3	428.6	90.3	39.5	15.6	1,990.0
ALL FEMALES									
Full-time workers	110.4	350.1	534.3	498.5	310.9	64.8	27.0	11.7	1,907.6
Part-time workers	166.9	110.3	314.0	393.6	235.2	56.8	25.4	15.7	1,317.9
Total	277.3	460.3	848.3	892.1	546.1	121.5	52.4	27.3	3,225.5
PERSONS									
Full-time workers	277.9	801.1	1,668.4	1,604.4	1,091.8	282.6	156.7	60.2	5,943.0
Part-time workers	288.1	172.9	375.5	436.6	274.0	81.9	54.2	43.0	1,726.2
Total	566.0	973.9	2,043.9	2,040.9	1,365.8	364.5	210.9	103.2	7,669.2

Source: The Labour Force, Australia (6203.0).

CHART 3.1. EMPLOYED PERSONS: MARITAL STATUS AND SEX, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 3.4. EMPLOYED PERSONS : ANNUAL CHANGE BY MARITAL STATUS AND SEX, AUSTRALIA, AUGUST 1986 TO AUGUST 1991
(per cent)

August	Males			Females			Persons		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
MARRIED									
1986(a)	1.5	10.3	1.8	9.9	9.9	9.9	3.5	9.9	4.7
1987	0.9	9.8	1.3	3.0	4.7	3.8	1.4	5.3	2.2
1988	2.7	-5.7	2.3	5.3	6.5	5.8	3.3	4.9	3.7
1989	2.3	13.5	2.7	6.6	4.9	5.8	3.4	6.0	3.9
1990	2.5	3.1	2.6	3.5	1.9	2.7	2.8	2.0	2.6
1991	-4.2	22.9	-3.0	0.9	0.1	0.5	-2.8	3.0	-1.6
NOT MARRIED									
1986(a)	2.1	10.2	3.0	-0.1	1.1	0.2	1.3	4.7	1.8
1987	1.1	15.3	2.8	-0.2	15.1	3.5	0.6	15.2	3.1
1988	3.5	-2.3	2.7	4.9	5.6	5.1	4.0	2.5	3.7
1989	5.9	17.5	7.4	3.6	15.6	6.8	5.0	16.3	7.1
1990	-5.1	3.1	-4.0	1.6	5.2	2.7	-2.5	4.4	-1.1
1991	-4.7	5.1	-3.2	-4.9	4.6	-2.1	-4.8	4.8	-2.7
TOTAL									
1986(a)	1.7	10.2	2.2	4.9	7.6	5.9	2.7	8.1	3.6
1987	1.0	13.1	1.8	1.5	10.6	3.7	1.1	8.5	2.5
1988	2.9	-3.6	2.5	5.1	6.2	5.5	3.6	4.1	3.7
1989	3.5	15.9	4.3	5.2	7.8	6.2	4.0	9.5	5.1
1990	0.0	3.1	0.3	2.6	2.8	2.7	0.8	2.9	1.3
1991	-4.3	11.8	-3.1	-1.7	1.4	-0.5	-3.5	3.7	-2.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.5. EMPLOYMENT/POPULATION RATIOS(a), AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(per cent)

	Age group								
August	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
1981	54.9	83.7	91.5	92.9	88.7	78.3	49.1	10.4	73.8
1982	52.3	79.3	89.7	91.7	86.7	76.6	45.5	9.1	71.7
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	84.9	72.6	39.9	8.8	69.1
1985	46.6	78.6	87.7	90.6	85.7	71.1	39.3	8.6	69.3
1986(b)	47.6	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.3
1987	47.1	78.2	88.0	90.0	85.7	70.2	41.6	8.4	69.1
1988	47.9	80.3	88.5	90.6	83.4	68.9	43.3	8.3	69.3
1989	52.0	82.1	89.9	90.0	86.1	71.5	46.2	8.4	70.9
1990	48.5	78.0	87.6	90.7	86.7	72.4	46.3	8.3	69.8
1991	41.8	72.9	85.0	86.9	84.4	65.6	43.4	9.0	66.6
FEMALES									
1981	47.4	64.5	49.6	55.5	47.5	29.0	11.7	2.5	41.2
1982	46.6	63.8	50.0	55.2	47.7	25.0	9.6	2.5	40.7
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.4	51.0	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.4	65.9	53.3	58.2	48.0	26.1	11.1	1.9	42.0
1986(b)	45.5	67.3	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.7	57.2	61.8	52.8	29.5	13.1	2.6	44.3
1988	47.1	67.6	58.0	65.0	54.8	30.5	14.0	2.5	45.8
1989	48.8	71.3	61.2	67.1	56.9	31.3	13.3	2.2	47.6
1990	47.4	71.2	60.4	68.8	58.6	32.5	16.2	2.3	48.1
1991	41.9	66.8	60.5	67.9	59.1	33.7	14.4	2.4	47.1
PERSONS									
1981	51.2	74.1	70.6	74.5	68.5	53.6	29.5	5.8	57.3
1982	49.5	71.6	69.8	73.8	67.6	50.8	26.8	5.3	56.0
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.3	70.5	69.4	72.9	66.8	49.9	25.2	5.1	54.8
1985	46.5	72.3	70.5	74.7	67.3	48.9	24.8	4.8	55.5
1986(b)	46.6	72.7	71.9	75.6	69.0	49.7	27.1	4.6	56.3
1987	45.2	73.0	72.6	76.0	69.7	50.2	27.1	5.0	56.5
1988	47.5	74.0	73.2	77.9	69.5	50.0	28.4	5.0	57.4
1989	50.4	76.8	75.6	78.7	71.9	51.7	29.6	4.8	59.1
1990	47.9	74.6	74.0	79.8	73.0	52.7	31.2	4.8	58.9
1991	41.9	69.9	72.8	77.4	72.1	49.9	28.9	5.2	56.7

(a) The employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

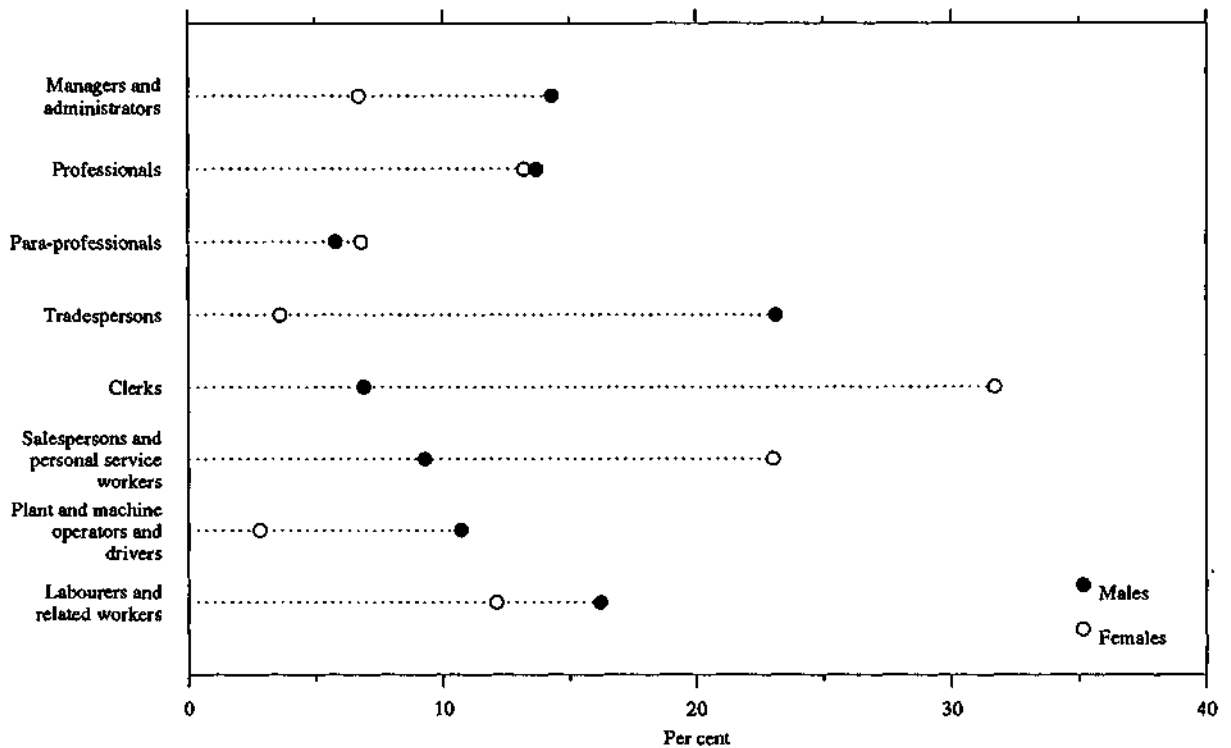
TABLE 3.6. EMPLOYED PERSONS: MAJOR AND MINOR OCCUPATION GROUPS, AUSTRALIA, AUGUST 1991
(*000)

Occupation major and minor group(a)	Females			Persons
	Males	Married	Total	
MANAGERS AND ADMINISTRATORS	633.5	175.4	215.5	849.1
Legislators and government appointed officials	* 1.3	* 0.2	* 0.2	* 1.5
General managers	29.1	* 2.8	3.9	33.0
Specialist managers	153.3	22.4	35.2	188.4
Farmers and farm managers	168.5	69.8	76.2	244.7
Managing supervisors (sales and service)	178.4	71.7	90.3	268.7
Managing supervisors (other business)	103.0	8.5	9.7	112.7
PROFESSIONALS	608.8	262.3	425.2	1,034.0
Natural scientists	29.6	4.0	8.4	38.1
Building professionals and engineers	107.4	* 2.8	4.9	112.3
Health diagnosis and treatment practitioners	58.3	23.4	39.1	97.4
School teachers	85.9	119.0	170.3	256.3
Other teachers and instructors	50.7	33.3	50.3	101.0
Social professionals	46.8	15.3	25.2	72.0
Business professionals	174.3	35.5	69.6	243.9
Artists and related professionals	34.5	12.6	26.4	60.9
Miscellaneous professionals	21.0	16.5	31.0	52.1
PARA-PROFESSIONALS	259.9	131.8	218.3	478.2
Medical and science technical officers and technicians	20.9	10.4	16.5	37.4
Engineering and building associates and technicians	76.5	* 3.0	5.7	82.2
Air and sea transport technical workers	19.6	* 0.1	* 0.3	19.9
Registered nurses	14.1	97.7	153.1	167.2
Police	43.8	* 0.8	3.6	47.4
Miscellaneous para-professionals	85.0	19.7	39.2	124.2
TRADESPERSONS	1,028.7	66.7	116.9	1,145.5
Metal fitting and machining tradespersons	111.0	* 0.9	* 1.5	112.5
Other metal tradespersons	100.5	* 1.6	* 1.8	102.3
Electrical and electronics tradespersons	173.0	* 2.0	3.5	176.5
Building tradespersons	237.0	* 1.2	* 2.0	239.0
Printing tradespersons	32.9	4.9	8.9	41.8
Vehicle tradespersons	147.1	* 0.7	* 0.8	148.0
Food tradespersons	71.7	19.0	30.5	102.2
Amenity horticultural tradespersons	48.9	* 3.3	5.9	54.8
Miscellaneous tradespersons	106.5	33.0	62.1	168.6
CLERKS	306.3	661.6	1,024.0	1,330.3
Stenographers and typists	6.1	160.7	259.9	265.9
Data processing and business machine operators	22.5	45.2	77.7	100.3
Numerical clerks	121.5	241.1	334.2	455.7
Filing, sorting and copying clerks	18.2	23.5	40.2	58.4
Material recording and despatching clerks	56.1	14.5	26.2	82.3
Receptionists, telephonists and messengers	24.9	99.8	167.2	192.1
Miscellaneous clerks	57.0	76.8	118.7	175.6
SALESPERSONS AND PERSONAL SERVICE WORKERS	413.4	366.0	742.1	1,155.5
Investment, insurance and real estate salespersons	67.7	12.2	18.0	85.7
Sales representatives	94.8	22.2	33.4	128.2
Sales assistants	148.8	152.7	323.9	472.7
Tellers, cashiers and ticket salespersons	22.7	42.2	111.6	134.3
Miscellaneous salespersons	63.3	54.3	117.5	180.8
Personal service workers	16.0	82.5	137.8	153.7
PLANT AND MACHINE OPERATORS, AND DRIVERS	473.4	62.6	91.9	565.3
Road and rail transport drivers	237.8	9.8	15.9	253.8
Mobile plant operators (except transport)	98.0	* 0.2	* 0.7	98.7
Stationary plant operators	55.3	* 0.8	* 1.1	56.4
Machine operators	82.3	51.8	74.2	156.4
LABOURERS AND RELATED WORKERS	719.8	263.5	391.5	1,111.3
Trades assistants and factory hands	156.6	58.4	87.2	243.8
Agricultural labourers and related workers	102.7	19.2	31.8	134.5
Cleaners	68.6	100.5	134.9	203.5
Construction and mining labourers	119.5	* 0.5	* 0.8	120.3
Miscellaneous labourers and related workers	272.4	84.9	136.8	409.2
TOTAL	4,443.7	1,990.0	3,225.5	7,669.2

(a) Classified according to the Australian Standard Classification of Occupations (ASCO) 1986.

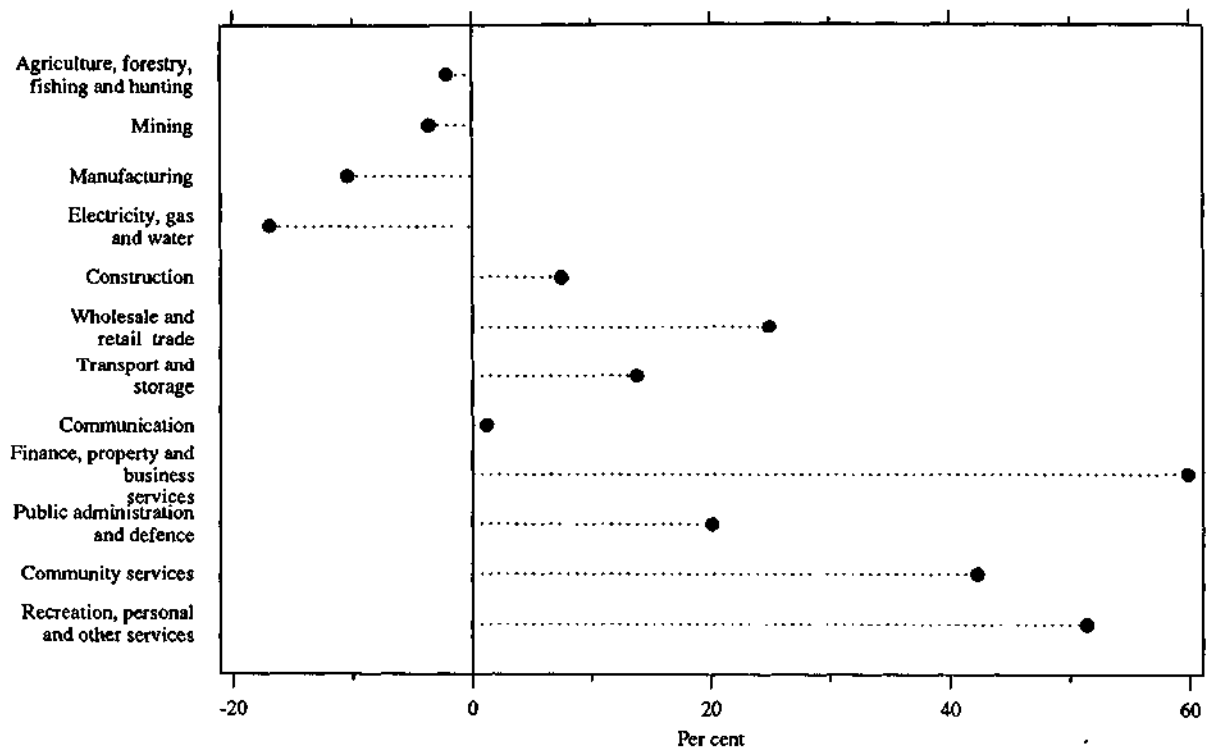
Source: The Labour Force, Australia (6203.0).

CHART 3.2. EMPLOYED PERSONS: PERCENTAGE OF TOTAL EMPLOYED PERSONS BY OCCUPATION AND SEX, AUSTRALIA, AUGUST 1991



Source: *The Labour Force, Australia* (6203.0).

CHART 3.3. EMPLOYED PERSONS: INDUSTRY, PERCENTAGE CHANGE BETWEEN AUGUST 1981 AND AUGUST 1991, AUSTRALIA



Note: Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.7. EMPLOYED PERSONS : INDUSTRY, AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(^{'000})

Industry	August										
	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991
MALES											
Agriculture, forestry, fishing and hunting	307.0	306.0	314.3	302.6	303.9	299.3	294.7	304.7	291.3	304.5	288.8
Mining	90.0	82.0	87.4	83.9	92.0	88.0	88.9	87.3	94.1	86.6	87.5
Manufacturing	927.9	900.6	849.7	849.4	812.6	826.5	850.3	887.0	895.3	882.6	796.6
Electricity, gas and water	111.6	119.2	124.8	134.4	127.5	123.1	106.1	102.6	103.0	92.5	91.5
Construction	425.6	422.9	346.4	380.4	412.9	427.2	427.9	462.0	526.0	510.1	448.4
Wholesale and retail trade	729.0	707.2	689.4	722.7	755.2	781.5	796.0	839.6	871.5	885.4	878.1
Transport and storage	297.4	314.9	310.3	297.4	318.7	327.2	308.2	305.6	325.1	320.0	317.6
Communication	97.8	96.9	104.4	99.9	113.0	107.4	104.1	99.3	101.5	106.0	94.2
Finance, property and business services	306.7	314.7	300.3	325.5	359.8	363.8	410.5	404.5	451.2	449.5	459.4
Public administration and defence	200.1	196.3	211.0	214.7	203.4	210.0	222.7	201.0	197.3	216.8	205.7
Community services	387.4	391.3	400.0	411.6	425.9	446.4	452.3	463.4	476.5	487.9	510.4
Recreation, personal and other services	177.6	172.2	165.5	194.5	186.3	202.1	215.3	225.1	239.0	242.0	265.2
Total	4,057.9	4,024.3	3,903.6	4,018.0	4,111.1	4,202.6	4,277.1	4,382.1	4,571.9	4,583.1	4,443.7
FEMALES											
Agriculture, forestry, fishing and hunting	108.8	104.1	97.3	97.1	111.2	116.2	107.7	123.6	115.0	120.2	118.2
Mining	9.2	9.1	6.9	8.4	9.6	7.4	9.7	8.0	11.3	9.5	7.9
Manufacturing	308.1	295.6	282.3	292.8	300.6	305.1	304.2	316.6	340.7	317.8	310.5
Electricity, gas and water	13.3	9.6	11.3	13.6	11.2	14.5	13.5	11.4	10.4	12.4	12.2
Construction	49.0	43.8	41.5	43.1	58.3	66.2	60.1	67.2	75.4	75.2	61.8
Wholesale and retail trade	545.0	541.3	527.7	548.4	569.5	609.2	615.6	662.5	735.4	726.7	712.4
Transport and storage	53.3	60.4	54.9	57.5	58.7	69.1	67.1	73.5	82.4	82.2	81.6
Communication	33.1	32.7	35.9	32.0	36.2	41.7	35.3	35.5	38.3	38.9	38.3
Finance, property and business services	252.6	272.2	274.2	294.8	308.2	339.4	360.6	401.0	424.0	454.8	434.4
Public administration and defence	99.2	90.3	103.0	107.9	121.9	115.8	129.3	121.7	126.7	149.1	153.5
Community services	641.8	665.5	677.3	727.7	734.5	775.8	831.4	845.2	880.4	934.9	954.6
Recreation, personal and other services	222.2	230.3	225.3	225.1	244.6	255.6	281.0	305.0	315.7	319.4	340.0
Total	2,335.8	2,355.0	2,337.4	2,448.1	2,564.5	2,716.0	2,815.2	2,971.3	3,155.7	3,241.2	3,225.5
PERSONS											
Agriculture, forestry, fishing and hunting	415.9	410.2	411.7	399.6	415.1	415.5	402.4	428.2	406.2	424.7	407.1
Mining	99.1	91.2	94.3	92.2	101.6	95.5	98.5	95.3	105.4	96.1	95.5
Manufacturing	1,236.0	1,196.3	1,132.0	1,142.2	1,113.2	1,131.6	1,154.4	1,203.6	1,236.0	1,200.4	1,107.1
Electricity, gas and water	125.0	128.8	136.0	148.0	138.7	137.5	119.6	113.9	113.4	104.8	103.7
Construction	474.6	466.7	388.0	423.5	471.2	493.4	487.9	529.2	601.4	585.3	510.2
Wholesale and retail trade	1,273.9	1,248.5	1,217.1	1,271.2	1,324.7	1,390.7	1,411.6	1,502.2	1,606.9	1,612.1	1,590.5
Transport and storage	350.7	375.2	365.2	354.9	377.4	396.4	375.3	379.1	407.5	402.2	399.2
Communication	130.9	129.6	140.3	131.9	149.2	149.1	139.5	134.8	139.8	145.0	132.5
Finance, property and business services	559.4	587.0	574.5	620.3	668.0	703.2	771.1	805.5	875.2	904.3	893.9
Public administration and defence	299.2	286.6	314.0	322.5	325.3	325.9	352.0	322.7	324.0	366.0	359.3
Community services	1,029.2	1,056.8	1,077.3	1,139.3	1,160.4	1,222.2	1,283.7	1,308.6	1,356.9	1,422.8	1,465.0
Recreation, personal and other services	399.8	402.5	390.8	420.6	430.9	457.7	496.3	530.2	554.7	561.3	605.2
Total	6,393.7	6,379.3	6,241.1	6,466.1	6,675.6	6,918.6	7,092.3	7,353.4	7,727.6	7,825.0	7,669.2

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 3.8. EMPLOYED PERSONS : PROPORTIONS BY INDUSTRY, AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(per cent)

Industry	August										
	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991
MALES											
Agriculture, forestry, fishing and hunting	7.6	7.6	8.1	7.5	7.4	7.1	6.9	7.0	6.4	6.6	6.5
Mining	2.2	2.0	2.2	2.1	2.2	2.1	2.1	2.0	2.1	1.9	2.0
Manufacturing	22.9	22.4	21.8	21.1	19.8	19.7	19.9	20.2	19.6	19.3	17.9
Electricity, gas and water	2.8	3.0	3.2	3.3	3.1	2.9	2.5	2.3	2.3	2.0	2.1
Construction	10.5	10.5	8.9	9.5	10.0	10.2	10.0	10.5	11.5	11.1	10.1
Wholesale and retail trade	18.0	17.6	17.7	18.0	18.4	18.6	18.6	19.2	19.1	19.3	19.8
Transport and storage	7.3	7.8	7.9	7.4	7.8	7.8	7.2	7.0	7.1	7.0	7.1
Communication	2.4	2.4	2.7	2.5	2.7	2.6	2.4	2.3	2.2	2.3	2.1
Finance, property and business services	7.6	7.8	7.7	8.1	8.8	8.7	9.6	9.2	9.9	9.8	10.3
Public administration and defence	4.9	4.9	5.4	5.3	4.9	5.0	5.2	4.6	4.3	4.7	4.6
Community services	9.5	9.7	10.2	10.2	10.4	10.6	10.6	10.6	10.4	10.6	11.5
Recreation, personal and other services	4.4	4.3	4.2	4.9	4.5	4.8	5.0	5.1	5.2	5.3	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES											
Agriculture, forestry, fishing and hunting	4.7	4.4	4.2	4.0	4.3	4.3	3.8	4.2	3.6	3.7	3.7
Mining	0.4	0.4	0.3	0.3	0.4	0.3	0.3	0.3	0.4	0.3	0.2
Manufacturing	13.2	12.6	12.1	12.0	11.7	11.2	10.8	10.7	10.8	9.8	9.6
Electricity, gas and water	0.6	0.4	0.5	0.6	0.4	0.5	0.5	0.4	0.3	0.4	0.4
Construction	2.1	1.9	1.8	1.8	2.3	2.4	2.1	2.3	2.4	2.3	1.9
Wholesale and retail trade	23.3	23.0	22.6	22.4	22.2	22.4	21.9	22.3	23.3	22.4	22.1
Transport and storage	2.3	2.6	2.3	2.3	2.3	2.5	2.4	2.5	2.6	2.5	2.5
Communication	1.4	1.4	1.5	1.3	1.4	1.5	1.3	1.2	1.2	1.2	1.2
Finance, property and business services	10.8	11.6	11.7	12.0	12.0	12.5	12.8	13.5	13.4	14.0	13.5
Public administration and defence	4.2	3.8	4.4	4.4	4.8	4.3	4.6	4.1	4.0	4.6	4.8
Community services	27.5	28.3	29.0	29.7	28.6	28.6	29.5	28.4	27.9	28.8	29.6
Recreation, personal and other services	9.5	9.8	9.6	9.2	9.5	9.4	10.0	10.3	10.0	9.9	10.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PERSONS											
Agriculture, forestry, fishing and hunting	6.5	6.4	6.6	6.2	6.2	6.0	5.7	5.8	5.3	5.4	5.3
Mining	1.5	1.4	1.5	1.4	1.5	1.4	1.4	1.3	1.4	1.2	1.2
Manufacturing	19.3	18.8	18.1	17.7	16.7	16.4	16.3	16.4	16.0	15.3	14.4
Electricity, gas and water	2.0	2.0	2.2	2.3	2.1	2.0	1.7	1.5	1.5	1.3	1.4
Construction	7.4	7.3	6.2	6.5	7.1	7.1	6.9	7.2	7.8	7.5	6.7
Wholesale and retail trade	19.9	19.6	19.5	19.7	19.8	20.1	19.9	20.4	20.8	20.6	20.7
Transport and storage	5.5	5.9	5.9	5.5	5.7	5.7	5.3	5.2	5.3	5.1	5.2
Communication	2.0	2.0	2.2	2.0	2.2	2.2	2.0	1.8	1.8	1.9	1.7
Finance, property and business services	8.7	9.2	9.2	9.6	10.0	10.2	10.9	11.0	11.3	11.6	11.7
Public administration and defence	4.7	4.5	5.0	5.0	4.9	4.7	5.0	4.4	4.2	4.7	4.7
Community services	16.1	16.6	17.3	17.6	17.4	17.7	18.1	17.8	17.6	18.2	19.1
Recreation, personal and other services	6.3	6.3	6.3	6.5	6.5	6.6	7.0	7.2	7.2	7.2	7.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

Employed Wage and Salary Earners (Source: Employed Wage and Salary Earners, Australia (6248.0))

The Survey of Employment and Earnings is completed by a sample of employers. The survey has two components. One is a sample survey of about 15,000 private employers in industries other than agriculture, forestry, fishing and hunting; the other is a sample of 2,500 Government agencies. In contrast to the Monthly Labour Force Survey, the Survey of Employment and Earnings is conducted by mail and, as in all ABS employer surveys, covers only wage and salary earners who receive pay for any part of the survey reference period. Employed wage and salary earner data from the Survey of Employment and Earnings are presented below and analysed according to private/public sector, industry and size of employer.

In the year to August 1991, the number of wage and salary earners decreased by 217,000 (3.5%) to 5,915,300. Most of the decrease was in the private sector which showed a fall of 5.6 per cent to 4,146,900 persons. It should be noted that for the month of August 1991, the public sector includes 42,200 temporary employees engaged for work on the Census of Population and Housing. When these temporary employees are excluded, the public sector showed a slight decrease of 15,300 (0.9%) to 1,726,100 persons.

During the year to August 1991 the Manufacturing industry displayed the greatest percentage decline (13%) to 904,600, while the Community Services industry showed the largest rise (2.7%) to 1,364,800.

In August 1991 there were an estimated 4,341,500 full-time and 1,573,800 part-time employees in Australia – a decrease of 280,700 (6.1%) full-time and an increase of 63,700 (4.2%) part-time. The number of female wage and salary earners as a proportion of total wage and salary earners grew from 45 per cent in August 1990 to 46 per cent in August 1991.

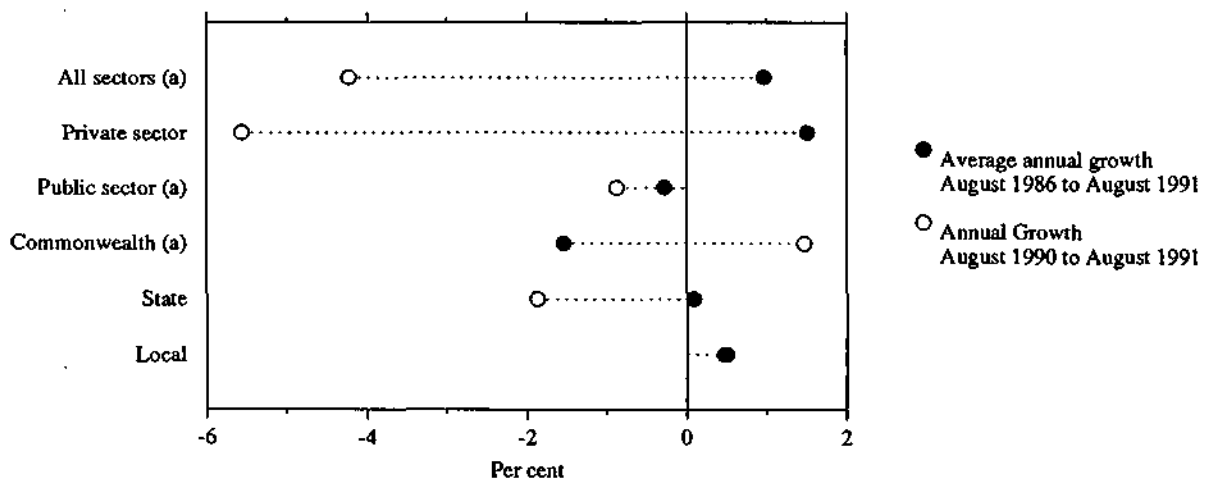
TABLE 3.9. EMPLOYED WAGE AND SALARY EARNERS : SECTOR, AUSTRALIA
(^{'000})

August	Private sector	Public sector				Total
		Commonwealth	State	Local	Total	
1986	3,848.4	439.4	1,153.5	157.2	1,750.0	5,598.4
1987	4,034.1	436.5	1,149.6	156.7	1,742.8	5,776.9
1988	4,255.8	427.3	1,155.8	155.4	1,738.4	5,994.3
1989	4,481.4	396.9	1,173.6	157.2	1,727.7	6,209.1
1990	4,390.9	400.7	1,180.6	160.2	1,741.5	6,132.3
1991(a)	4,146.9	448.8	1,158.5	161.0	1,768.3	5,915.3

(a) Includes 42,200 temporary Population Census employees.

Source: Employed Wage and Salary Earners, Australia (6248.0).

CHART 3.4. EMPLOYED WAGE AND SALARY EARNERS:
PERCENTAGE GROWTH IN EACH SECTOR,
AUSTRALIA



(a) Excludes 42,200 temporary Population Census employees in August 1991.
Source: Employed Wage and Salary Earners, Australia (6248.0).

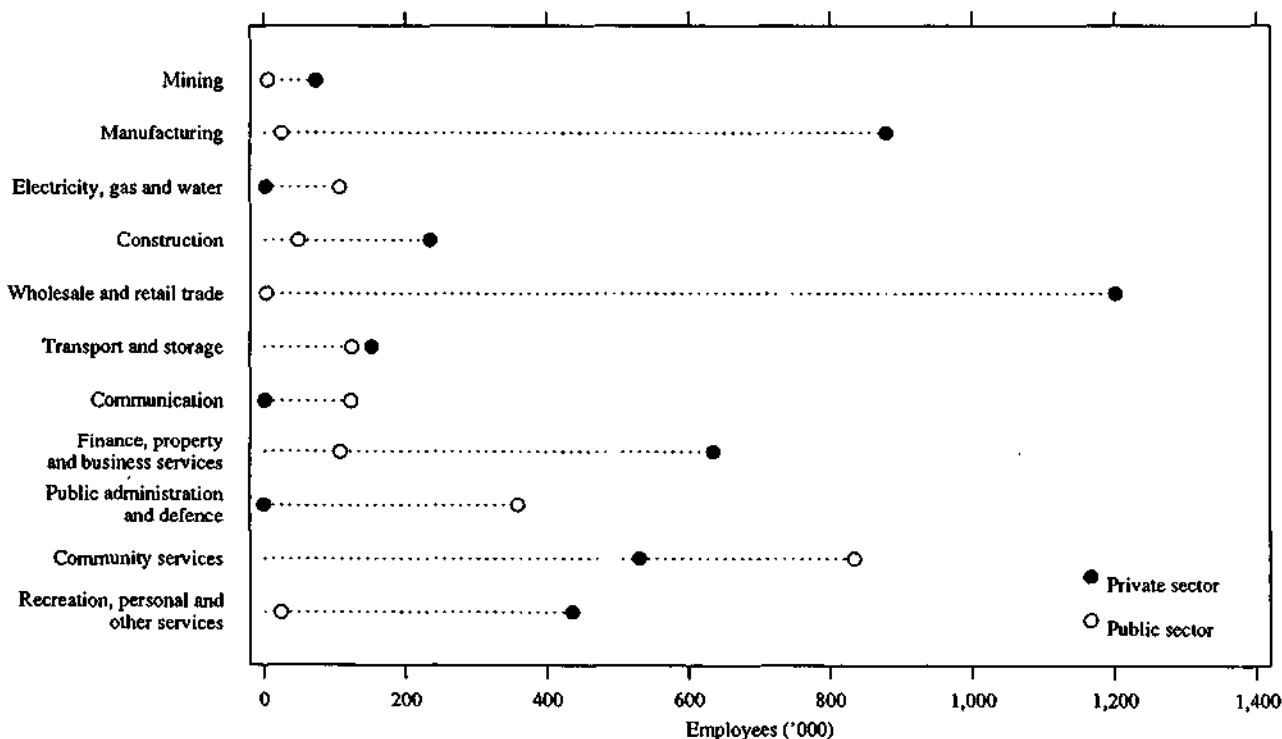
TABLE 3.10. EMPLOYED WAGE AND SALARY EARNERS : SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1991
(^{'000})

Industry	Public sector			Private sector			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	5.2	0.2	5.5	65.6	6.9	72.5	70.8	7.2	78.0
Manufacturing	20.8	4.4	25.2	628.5	250.8	879.4	649.4	255.2	904.6
Electricity, gas and water	94.2	12.9	107.1	2.5	0.7	3.3	96.7	13.6	110.4
Construction	38.1	10.2	48.2	193.5	41.0	234.5	231.6	51.2	282.7
Wholesale trade	1.5	0.8	2.3	253.8	123.8	377.5	255.3	124.6	379.8
Retail trade	0.8	0.4	1.2	379.6	444.5	824.1	380.3	444.9	825.2
Transport and storage	108.0	16.5	124.5	109.8	42.5	152.3	217.8	59.0	276.8
Communication	90.2	32.2	122.3	0.8	0.6	1.4	91.0	32.8	123.8
Finance, property and business services	46.5	61.1	107.6	296.3	339.4	635.6	342.7	400.4	743.2
Public administration and defence(a)	203.1	155.8	358.9	..	..	..	203.1	155.8	358.9
Community services	324.8	509.5	834.3	141.4	389.1	530.5	466.1	898.6	1,364.8
Recreation, personal and other services	11.8	12.1	23.9	185.3	250.5	435.8	197.1	262.6	459.7
Total all industries(b)	950.8	817.5	1,768.3	2,257.1	1,889.9	4,146.9	3,207.9	2,707.4	5,915.3

(a) Includes 42,200 temporary Population Census employees. (b) Includes, for the public sector, 6,300 males and 1,200 females in Agriculture, forestry, fishing and hunting; similar data for the private sector are not collected.

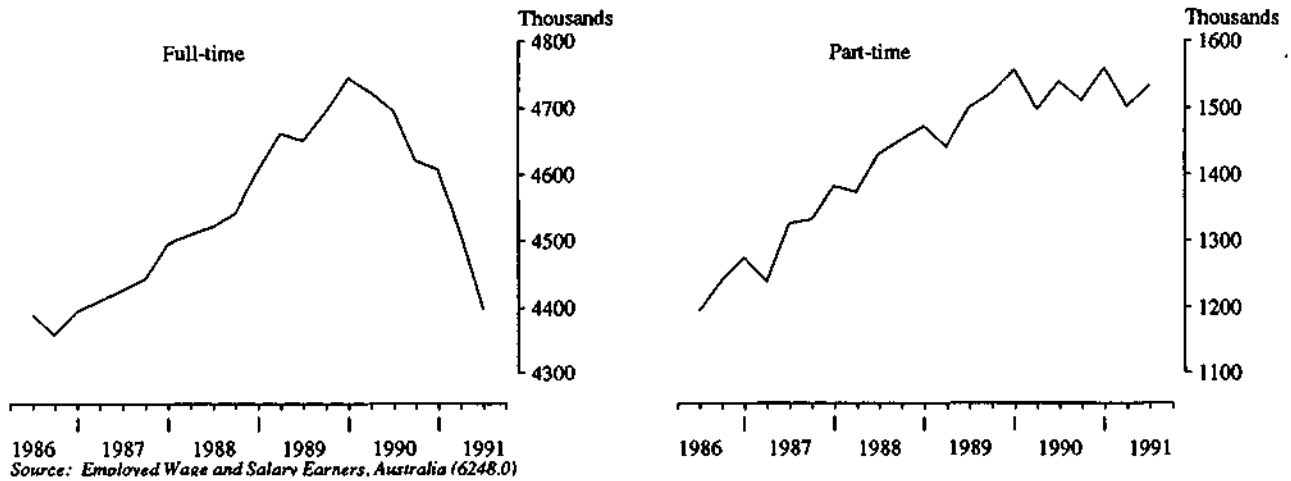
Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

CHART 3.5. EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY AND SECTOR
AUSTRALIA, AUGUST 1991



Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

**CHART 3.6. EMPLOYED WAGE AND SALARY EARNERS,
PERSONS, AUSTRALIA**



**CHART 3.7. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME EMPLOYEES AS A
PERCENTAGE OF TOTAL, BY INDUSTRY, AUSTRALIA, AUGUST 1991**

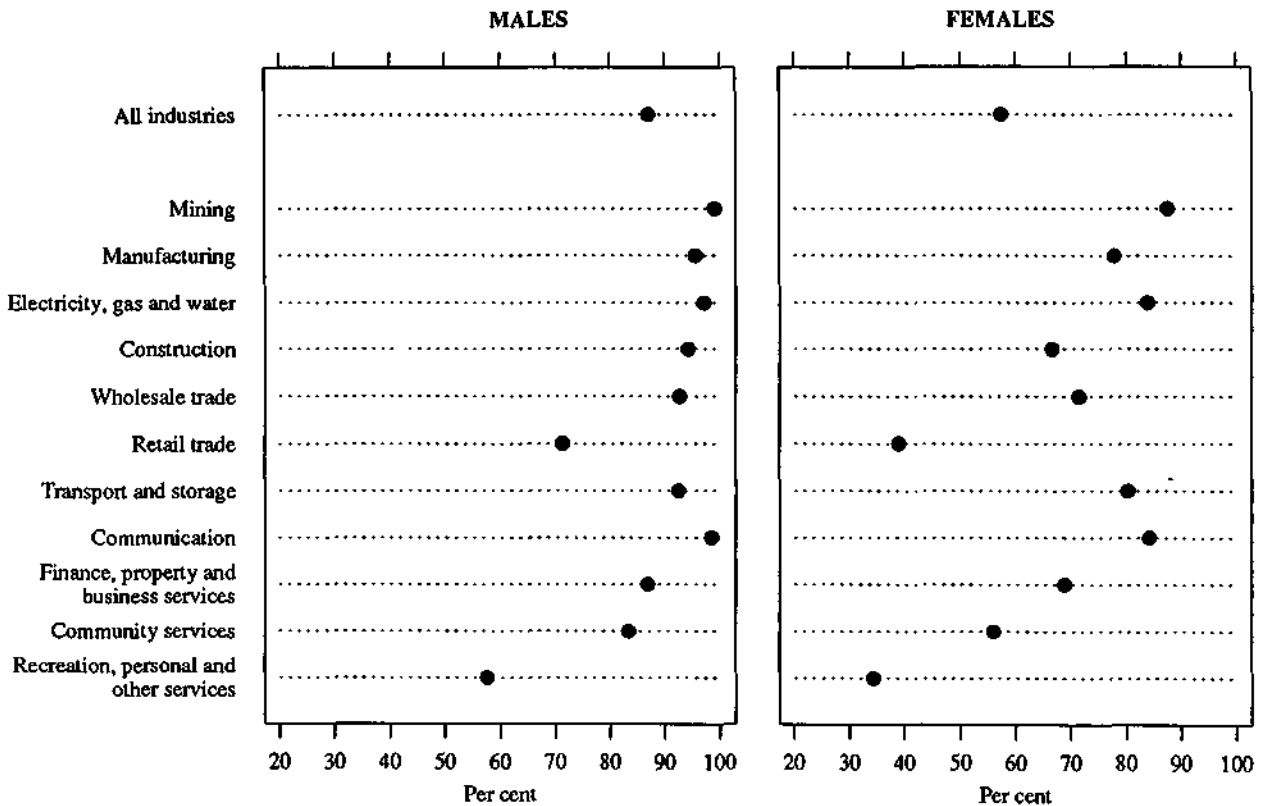


TABLE 3.11. EMPLOYED WAGE AND SALARY EARNERS : FULL-TIME AND PART-TIME, INDUSTRY AND SECTOR, AUSTRALIA

Industry/Sector	Number of employees ('000)								
	August 1989			August 1990			August 1991		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME									
<i>Industry—</i>									
Mining	73.1	6.7	79.8	75.4	6.8	82.2	70.1	6.3	76.3
Manufacturing	756.5	248.9	1,005.4	716.4	228.4	944.8	620.6	198.9	819.5
Electricity, gas and water	106.0	12.0	118.0	98.9	11.9	110.8	93.8	11.4	105.2
Construction	268.1	31.3	299.4	239.9	33.1	273.0	218.1	34.1	252.2
Wholesale trade	263.8	99.5	363.3	254.3	98.1	352.4	236.3	89.0	325.3
Retail trade	286.2	186.6	472.7	292.6	183.5	476.1	271.6	172.9	444.5
Transport and storage	227.0	52.7	279.6	211.5	53.7	265.2	201.3	47.3	248.6
Communication	92.8	28.2	121.0	93.9	28.5	122.4	89.5	27.6	117.2
Finance, property and business services	315.3	296.3	611.7	331.9	304.1	635.9	297.3	275.7	573.0
Public administration and defence	180.6	92.3	272.9	181.0	94.2	275.3	180.2	97.0	277.1
Community services	375.6	479.0	854.5	382.8	490.2	873.0	388.9	502.9	891.9
Recreation, personal and other services	110.5	92.3	202.9	110.0	93.9	203.9	113.5	90.2	203.7
Total all industries(b)	3,061.6	1,626.7	4,688.3	2,994.7	1,627.6	4,622.3	2,787.1	1,554.5	4,341.5
<i>Sector—</i>									
Private	2,149.0	1,089.5	3,238.5	2,090.6	1,072.2	3,162.8	1,913.2	1,001.9	2,915.0
Public(b)	912.6	537.2	1,449.8	904.1	555.4	1,459.5	873.9	552.6	1,426.5
PART-TIME									
<i>Industry—</i>									
Mining	1.3	1.0	2.3	1.0	1.1	2.0	0.8	0.9	1.7
Manufacturing	31.0	62.8	93.8	29.0	61.4	90.4	28.8	56.3	85.1
Electricity, gas and water	1.0	1.7	2.7	1.3	2.0	3.3	3.0	2.2	5.2
Construction	12.9	14.2	27.1	9.0	16.0	24.9	13.5	17.1	30.5
Wholesale trade	19.3	38.7	58.0	18.3	34.1	52.4	19.0	35.6	54.5
Retail trade	106.4	272.9	379.3	108.0	265.7	373.7	108.7	272.0	380.7
Transport and storage	21.7	16.6	38.2	19.5	14.0	33.5	16.5	11.7	28.1
Communication	2.0	4.7	6.7	1.1	5.2	6.3	1.4	5.2	6.6
Finance, property and business services	45.1	119.7	164.8	46.3	120.0	166.3	45.5	124.7	170.2
Public administration and defence(a)	7.1	30.0	37.1	7.0	29.4	36.4	22.9	58.8	81.7
Community services	73.1	368.0	441.1	75.9	380.5	456.4	77.2	395.7	472.9
Recreation, personal and other services	92.4	176.8	269.2	90.7	173.1	263.8	83.6	172.4	256.0
Total all industries(a)(b)	413.3	1,107.5	1,520.8	407.3	1,102.8	1,510.1	420.9	1,152.9	1,573.8
<i>Sector—</i>									
Private	352.9	890.0	1,242.9	348.1	880.0	1,228.1	343.9	888.0	1,231.9
Public(a)(b)	60.4	217.5	277.9	59.2	222.8	282.0	76.9	264.9	341.8
TOTAL									
<i>Industry—</i>									
Mining	74.4	7.7	82.0	76.4	7.9	84.2	70.8	7.2	78.0
Manufacturing	787.5	311.7	1,099.2	745.3	289.9	1,035.2	649.4	255.2	904.6
Electricity, gas and water	107.0	13.7	120.7	100.2	13.9	114.0	96.7	13.6	110.4
Construction	281.0	45.6	326.6	248.9	49.1	298.0	231.6	51.2	282.7
Wholesale trade	283.1	138.2	421.3	272.6	132.2	404.8	255.3	124.6	379.8
Retail trade	392.6	459.5	852.1	400.6	449.2	849.8	380.3	444.9	825.2
Transport and storage	248.6	69.2	317.9	231.0	67.7	298.7	217.8	59.0	276.8
Communication	94.8	32.8	127.6	95.1	33.7	128.8	91.0	32.8	123.8
Finance, property and business services	360.4	416.0	776.4	378.2	424.0	802.2	342.7	400.4	743.2
Public administration and defence(a)	187.8	122.3	310.0	188.0	123.7	311.7	203.1	155.8	358.9
Community services	448.6	847.0	1,295.6	458.7	870.7	1,329.4	466.1	898.6	1,364.8
Recreation, personal and other services	202.9	269.1	472.1	200.7	267.0	467.7	197.1	262.6	459.7
Total all industries(b)	3,474.9	2,734.2	6,209.1	3,401.9	2,730.4	6,132.3	3,207.9	2,707.4	5,915.3
<i>Sector—</i>									
Private	2,501.9	1,979.5	4,481.4	2,438.7	1,952.2	4,390.9	2,257.1	1,889.9	4,146.9
Public(b)	973.0	754.7	1,727.7	963.2	778.2	1,741.5	950.8	817.5	1,768.3

(a) Includes 42,200 temporary Population Census employees. (b) Includes employees of government agencies classified to Agriculture, forestry, fishing and hunting.

Source: Employed Wage and Salary Earners, Australia (6248.0).

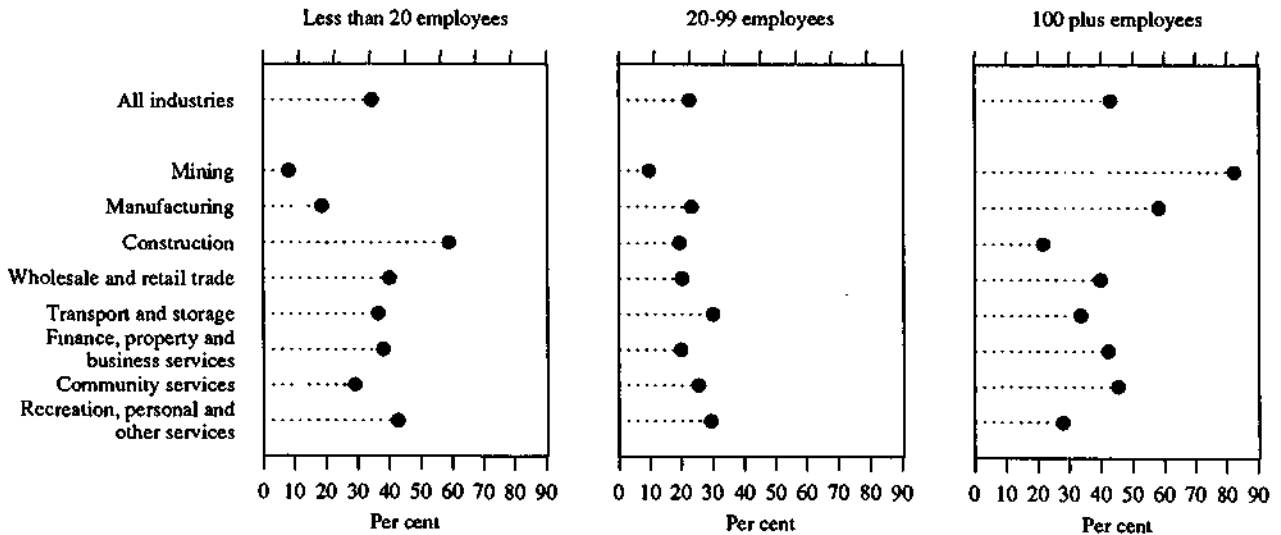
TABLE 3.12. EMPLOYED WAGE AND SALARY EARNERS : FULL-TIME AND PART-TIME, AUSTRALIA(a)
(^{'000})

State/Territory	August 1989			August 1990			August 1991(b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME									
New South Wales	1,045.8	577.2	1,623.0	1,037.8	575.5	1,613.2	965.0	551.3	1,516.3
Victoria	859.3	469.3	1,328.6	834.9	465.0	1,299.9	744.3	424.6	1,168.9
Queensland	480.0	241.4	721.4	456.7	237.1	693.8	429.7	237.8	667.4
South Australia	251.1	113.8	364.9	247.5	121.3	368.8	237.6	117.8	355.3
Western Australia	259.5	132.4	391.9	253.2	134.1	387.3	248.4	129.0	377.4
Tasmania	79.3	33.9	113.2	75.4	36.7	112.1	72.1	34.3	106.4
Northern Territory	29.6	18.2	47.8	29.6	18.1	47.8	31.6	19.0	50.5
Australian Capital Territory	57.1	40.4	97.5	59.5	39.8	99.3	58.5	40.7	99.2
Australia	3,061.6	1,626.7	4,688.3	2,994.7	1,627.6	4,622.3	2,787.1	1,554.5	4,341.5
PART-TIME									
New South Wales	154.6	369.6	524.1	151.5	374.8	526.3	148.1	377.0	525.2
Victoria	105.4	300.1	405.6	106.7	294.9	401.6	110.3	310.2	420.5
Queensland	64.1	165.5	229.6	63.5	160.5	224.0	66.2	174.7	240.9
South Australia	36.9	110.3	147.2	33.7	113.6	147.3	38.4	119.3	157.7
Western Australia	31.0	99.5	130.5	30.2	100.3	130.5	32.5	106.7	139.2
Tasmania	9.9	33.4	43.2	9.3	27.7	37.0	11.6	33.4	45.0
Northern Territory	3.7	8.8	12.6	5.3	9.6	14.8	5.5	8.8	14.3
Australian Capital Territory	7.7	20.3	28.1	7.1	21.6	28.6	8.2	22.8	31.0
Australia	413.3	1,107.5	1,520.8	407.3	1,102.8	1,510.1	420.9	1,152.9	1,573.8
TOTAL									
New South Wales	1,200.3	946.8	2,147.1	1,189.3	950.2	2,139.6	1,113.2	928.3	2,041.5
Victoria	964.7	769.5	1,734.2	941.6	759.9	1,701.5	854.6	734.8	1,589.4
Queensland	544.1	406.8	950.9	520.3	397.5	917.8	495.9	412.5	908.4
South Australia	288.0	224.1	512.1	281.2	234.9	516.1	276.0	237.1	513.1
Western Australia	290.4	231.9	522.4	283.4	234.4	517.8	280.9	235.7	516.6
Tasmania	89.1	67.3	156.4	84.6	64.4	149.0	83.7	67.7	151.4
Northern Territory	33.3	27.1	60.4	34.9	27.7	62.6	37.1	27.7	64.8
Australian Capital Territory	64.9	60.7	125.6	66.6	61.3	127.9	66.7	63.4	130.1
Australia	3,474.9	2,734.2	6,209.1	3,401.9	2,730.4	6,132.3	3,207.9	2,707.4	5,915.3

(a) Includes employees of government agencies classified to Agriculture, forestry, fishing and hunting (b) Includes 42,200 temporary Population Census employees.

Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

CHART 3.8. EMPLOYED WAGE AND SALARY EARNERS: PROPORTION OF EMPLOYEES BY EMPLOYER UNIT SIZE, PRIVATE SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1991



Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

Labour Force Experience

An estimated 8,656,600 persons had worked at some time during the year ending March 1991. Of these persons 67 per cent had worked for the full 52 weeks, comprising 73 per cent of male workers and 58 per cent of female workers.

The proportion of females working at some time during the year rose 6 percentage points since 1986, while the proportion of males has remained steady.

Of male workers 86 per cent had worked all their weeks on a full-time basis compared to 53 per cent for female workers.

TABLE 3.13. PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING MARCH 1991: TIME WORKED DURING THE YEAR, MARITAL STATUS AND FULL-TIME/PART-TIME STATUS DURING THE YEAR, AUSTRALIA ('000)

Time worked during the preceding year (weeks)	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TIME WORKED WAS ALL FULL-TIME									
1 and under 4	4.3	15.0	19.3	15.8	14.3	30.1	20.1	29.3	49.4
4 and under 13	28.8	29.7	58.5	53.1	36.2	89.3	81.9	66.0	147.9
13 and under 26	42.4	37.4	79.8	57.3	32.0	89.3	99.7	69.4	169.1
26 and under 39	82.9	55.9	138.8	83.6	41.9	125.5	166.5	97.8	264.3
39 and under 49	182.6	74.8	257.4	123.6	62.5	186.1	306.2	137.3	443.5
49 and under 52	139.4	51.6	191.1	62.5	32.2	94.7	202.0	83.8	285.8
52	2,371.4	861.5	3,232.9	982.2	643.5	1,625.7	3,353.6	1,505.0	4,858.6
Total	2,851.8	1,126.0	3,977.8	1,378.2	862.5	2,240.7	4,230.0	1,988.5	6,218.5
TIME WORKED WAS MORE FULL-TIME THAN PART-TIME									
1 and under 13	*2.1	*3.3	5.3	8.1	5.6	13.6	10.1	8.8	19.0
13 and under 26	5.7	7.9	13.6	11.6	8.0	19.6	17.3	15.9	33.2
26 and under 39	14.8	14.2	29.0	21.5	13.1	34.6	36.3	27.4	63.6
39 and under 49	38.7	27.9	66.5	36.5	23.4	59.9	75.2	51.3	126.4
49 and under 52	15.2	10.2	25.4	10.1	8.4	18.5	25.3	18.6	43.9
52	55.9	56.2	112.0	37.4	32.8	70.2	93.2	89.0	182.2
Total	132.3	119.6	251.9	125.1	91.3	216.4	257.4	210.9	468.3
TIME WORKED WAS MORE PART-TIME THAN FULL-TIME									
1 and under 13	*2.3	4.2	6.5	5.6	*3.3	8.9	7.9	7.5	15.4
13 and under 26	*1.1	5.7	6.8	5.5	5.3	10.9	6.6	11.0	17.6
26 and under 39	4.9	10.3	15.2	7.4	10.0	17.4	12.3	20.3	32.6
39 and under 49	10.9	20.0	30.9	13.8	17.6	31.5	24.8	37.6	62.4
49 and under 52	*1.5	9.3	10.8	3.7	6.3	10.0	5.2	15.6	20.8
52	9.6	40.5	50.1	11.4	18.2	29.6	21.0	58.7	79.7
Total	30.3	90.0	120.3	47.5	60.8	108.2	77.8	150.8	228.6
TIME WORKED WAS ALL PART-TIME									
1 and under 4	4.6	29.4	34.0	20.0	26.8	46.8	24.6	56.2	80.8
4 and under 13	9.9	69.8	79.7	43.0	62.2	105.2	52.9	132.0	184.9
13 and under 26	7.8	68.0	75.8	36.7	52.0	88.7	44.6	120.0	164.5
26 and under 39	13.8	92.5	106.4	32.9	50.4	83.3	46.8	143.0	189.7
39 and under 49	23.1	168.8	191.9	40.0	80.1	120.1	63.1	248.9	312.0
49 and under 52	7.8	81.8	89.5	15.5	38.2	53.7	23.2	120.0	143.2
52	56.1	435.2	491.4	66.4	124.7	191.1	122.5	560.0	682.5
Total	123.1	945.6	1,068.7	254.5	434.5	689.0	377.6	1,380.0	1,757.7
TOTAL									
1 and under 4	9.0	44.9	53.9	36.9	41.5	78.4	45.9	86.4	132.3
4 and under 13	42.9	106.7	149.6	108.7	106.8	215.5	151.6	213.5	365.1
13 and under 26	57.0	118.9	176.0	111.2	97.4	208.5	168.2	216.3	384.5
26 and under 39	116.4	173.0	289.4	145.4	115.4	260.8	261.8	288.4	550.2
39 and under 49	255.3	291.5	546.7	213.9	183.7	397.6	469.2	475.1	944.3
49 and under 52	163.9	152.9	316.8	91.8	85.1	176.9	255.7	238.0	493.7
52	2,493.0	1,393.4	3,886.4	1,097.4	819.2	1,916.6	3,590.4	2,212.6	5,803.0
Total	3,137.5	2,281.2	5,418.7	1,805.3	1,449.1	3,254.4	4,942.8	3,730.3	8,673.1

Source: Labour Force Experience, Australia, During the Year Ending March 1991 (6206.0).

Labour Mobility

An estimated 8,665,500 persons aged 15 to 69 years had worked at some time during the year ending February 1991.

Of the 7,740,600 persons working in February 1991 —

- 79 per cent had been in their current job for the whole year
- 7.4 per cent had started their current job during the year, and had no previous job during the year
- 14 per cent had changed jobs during the year
- 5.3 per cent changed industry from previous to current job
- 4.2 per cent changed occupation from previous to current job.

The proportion of workers who were job mobile during the year ended February 1991 was 22 per cent — unchanged from the 1990 survey result. The majority of those who were job mobile changed employer or business (86%). The remaining 14 per cent changed locality but not employer or business. There was no difference between the job mobility rate (22%) for males and that for females.

An estimated 21 per cent of persons working in February 1991 had been in their current job for less than one year. By comparison, the proportion of persons who had been in their current job for ten years or more was estimated at 23 per cent.

TABLE 3.14. PERSONS WHO WERE WORKED AT SOME TIME DURING THE REFERENCE PERIOD : WHETHER CHANGED EMPLOYER/BUSINESS OR LOCALITY, AUSTRALIA, FEBRUARY 1986 TO FEBRUARY 1991

Whether changed employer/business or locality	Survey conducted in February—						
	1986	1987(a)	1988	1989	1990	1991	
	—per cent—					('000)	
MALES							
Job mobile	16.9	17.5	18.8	20.2	22.0	21.9	1,083.6
Changed employer/business	13.1	13.1	13.3	14.8	18.3	18.6	919.6
Changed locality but not employer/business	3.8	4.4	5.5	5.4	3.7	3.3	164.0
Did not change employer/business or locality	83.1	82.3	81.2	79.8	78.0	78.1	3,862.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	4,946.0
FEMALES							
Job mobile	16.6	16.4	17.3	19.1	22.0	21.9	814.9
Changed employer/business	13.7	12.8	13.3	15.0	19.0	19.2	713.6
Changed locality but not employer/business	2.9	3.5	4.0	4.0	3.0	2.7	101.4
Did not change employer/business or locality	83.4	83.4	82.7	80.9	78.0	78.1	2,904.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	3,719.5
PERSONS							
Job mobile	16.8	17.1	18.2	19.7	22.0	21.9	1,898.5
Changed employer/business	13.3	13.0	13.3	14.9	18.6	18.8	1,633.1
Changed locality but not employer/business	3.4	4.1	4.9	4.8	3.4	3.1	265.4
Did not change employer/business or locality	83.2	82.8	81.8	80.3	78.0	78.1	6,767.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	8,665.5

(a) Totals include a small number of persons whose job mobility status could not be determined.

Source: Labour Mobility, Australia, During the Year Ending February 1991 (6209.0).

TABLE 3.15. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY : LABOUR MOBILITY
FROM LAST JOB TO CURRENT JOB, AUSTRALIA,
FEBRUARY 1986 TO FEBRUARY 1991

	Survey conducted in February—						
	1986	1987(a)	1988	1989	1990	1991	
	—per cent—						('000)
MALES							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	4,503.1
For one year or more in current job	78.2	77.1	75.7	73.7	75.4	80.2	3,609.7
For less than one year in current job	21.8	22.7	24.3	26.3	24.6	19.8	893.5
No previous job during the year	5.1	5.7	5.9	6.4	6.9	5.5	247.7
Had a previous job during the year	16.7	17.0	18.4	19.9	17.7	14.3	645.8
Same industry	9.9	10.7	11.8	12.2	10.4	9.3	416.8
Changed industry	6.8	6.3	6.6	7.7	7.2	5.1	229.0
Same occupation	11.5	11.7	12.9	13.9	11.3	10.0	451.8
Changed occupation	5.2	5.3	5.5	6.0	6.3	4.3	194.0
FEMALES							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	3,237.4
For one year or more in current job	71.3	71.0	71.5	69.8	70.8	76.3	2,471.7
For less than one year in current job	28.7	28.7	28.5	30.2	29.2	23.7	765.8
No previous job during the year	11.8	12.9	11.4	11.4	11.8	10.0	323.8
Had a previous job during the year	16.9	15.8	17.0	18.8	17.4	13.7	442.0
Same industry	9.6	9.2	10.8	11.3	9.8	8.1	263.5
Changed industry	7.2	6.6	6.3	7.5	7.5	5.5	178.4
Same occupation	11.2	11.2	12.4	13.2	11.6	9.7	313.9
Changed occupation	5.7	4.7	4.7	5.6	5.8	4.0	128.1
PERSONS							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	7,740.6
For one year or more in current job	75.5	74.7	74.0	72.1	73.5	78.6	6,081.3
For less than one year in current job	24.5	25.1	26.0	27.9	26.5	21.4	1,659.3
No previous job during the year	7.7	8.6	8.1	8.5	8.9	7.4	571.5
Had a previous job during the year	16.7	16.5	17.9	19.5	17.5	14.1	1,087.8
Same industry	9.8	10.1	11.4	11.9	10.2	8.8	680.3
Changed industry	7.0	6.4	6.5	7.6	7.3	5.3	407.5
Same occupation	11.4	11.5	12.7	13.6	11.4	9.9	765.7
Changed occupation	5.4	5.0	5.2	5.9	6.1	4.2	322.0

(a) 'Working at time of survey' includes a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia, During the Year Ending February 1991 (6209.0).

TABLE 3.16. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY : DURATION OF CURRENT JOB, AUSTRALIA,
FEBRUARY 1986 TO FEBRUARY 1991

	Survey conducted in February—						
	1986	1987(a)	1988	1989	1990	1991	
Duration of current job	—per cent—						(^{'000})
Under 1 year	24.5	25.1	26.0	27.9	26.5	21.4	1,659.3
Under 3 months	10.3	10.3	10.4	11.7	10.4	8.3	641.1
3 and under 6 months	5.7	5.9	6.4	6.4	5.8	4.9	377.6
6 and under 12 months	8.5	8.9	9.2	9.8	10.2	8.3	640.6
1 and under 2 years	13.7	12.0	11.8	11.6	13.3	13.2	1,024.8
2 and under 3 years	9.7	9.2	9.8	9.2	9.8	11.5	889.5
3 and under 5 years	13.7	11.9	12.9	13.5	13.2	14.4	1,115.3
5 and under 10 years	18.6	17.4	15.8	15.2	15.5	16.2	1,252.5
10 years and over	19.8	24.2	23.7	22.4	21.9	23.2	1,799.2
10 and under 20 years	13.8	15.9	15.6	14.5	14.2	15.2	1,174.2
20 years and over	6.0	8.3	8.1	7.9	7.7	8.1	625.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	7,740.6

(a) Totals include a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia, During the Year Ending February 1991 (6209.0).

TABLE 3.17. PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 1991:
DURATION OF LAST JOB AND REASON FOR CEASING LAST JOB, AUSTRALIA
(^{'000})

Duration of last job	Reason for ceasing last job										Total	Total(a)	
	Job loser			Job leaver									
	Retire- nched	Job was tempor- ary or seasonal and did not leave to return to studies	Own ill health or injury	Total	Ceased a job with employer/business					Total			Changed locality but not employer
					Unsatis- factory work condi- tions	Job was tempor- ary or seasonal and left to return to studies	Other	Total					
MALES													
Under 1 year	167.1	75.3	10.4	252.7	51.1	28.2	99.4	178.8	61.9	240.7	493.3		
Under 3 months	62.4	48.8	*3.1	114.2	20.2	24.5	30.9	75.7	20.8	96.4	210.6		
3 and under 6 months	44.1	16.3	*2.5	62.8	15.0	*0.7	26.4	42.1	16.4	58.5	121.3		
6 and under 12 months	60.6	10.2	4.8	75.6	15.9	*3.0	42.1	61.0	24.7	85.8	161.4		
1 and under 2 years	62.4	*2.6	*3.4	68.4	13.8	*0.3	58.7	72.7	39.5	112.1	180.6		
2 and under 3 years	45.4	*2.2	*3.0	50.5	7.3	*0.8	37.8	45.9	19.2	65.1	115.6		
3 and under 5 years	32.0	*1.0	3.9	37.0	6.9	*0.0	37.4	44.3	26.9	71.2	108.2		
5 and under 10 years	23.1	*0.5	3.9	27.5	4.1	*0.4	31.8	36.2	23.4	59.6	87.1		
10 years and over	33.2	*0.7	6.9	40.8	4.9	*0.0	45.3	50.1	12.8	62.9	103.7		
10 and under 20 years	19.1	*0.1	3.5	22.8	4.3	*0.0	24.3	28.6	11.0	39.5	62.3		
20 years and over	14.1	*0.5	*3.4	18.0	*0.6	*0.0	21.0	21.6	*1.9	23.4	41.4		
Total	363.2	82.1	31.6	476.9	88.1	29.6	310.3	428.0	183.7	611.7	1,088.6		
FEMALES													
Under 1 year	98.5	99.5	15.2	213.2	48.6	26.5	126.7	201.8	44.4	246.1	459.3		
Under 3 months	39.2	69.7	4.4	113.3	16.1	22.4	39.0	77.5	16.3	93.8	207.0		
3 and under 6 months	21.7	16.3	6.8	44.8	14.7	*2.3	35.9	52.9	8.2	61.1	105.8		
6 and under 12 months	37.6	13.5	4.1	55.2	17.8	*1.8	51.8	71.4	19.9	91.3	146.5		
1 and under 2 years	38.6	6.1	4.5	49.2	17.3	*1.3	79.7	98.3	22.2	120.5	169.6		
2 and under 3 years	21.4	*2.0	*2.7	26.1	8.1	*0.5	44.6	53.2	15.4	68.6	94.6		
3 and under 5 years	17.9	*2.3	3.6	23.8	6.2	*0.2	47.2	53.6	15.1	68.7	92.5		
5 and under 10 years	8.4	*2.3	*2.1	12.8	*3.4	*0.1	35.4	39.0	9.3	48.3	61.2		
10 years and over	12.5	*2.0	*2.5	17.0	*1.0	*0.0	24.4	25.4	4.4	29.8	46.8		
10 and under 20 years	10.4	*1.4	*1.6	13.4	*1.0	*0.0	18.3	19.4	4.1	23.4	36.8		
20 years and over	*2.1	*0.6	*0.9	3.6	*0.0	*0.0	6.0	6.0	*0.3	6.3	9.9		
Total	197.3	114.1	30.6	342.0	84.5	28.7	358.0	471.2	110.7	581.9	924.0		
PERSONS													
Under 1 year	265.5	174.8	25.6	465.9	99.7	54.8	226.1	380.6	106.2	486.8	952.7		
Under 3 months	101.5	118.5	7.4	227.5	36.3	46.9	69.9	153.1	37.1	190.2	417.7		
3 and under 6 months	65.7	32.6	9.3	107.6	29.7	*3.1	62.3	95.0	24.5	119.5	227.1		
6 and under 12 months	98.3	23.7	8.8	130.8	33.7	4.8	94.0	132.5	44.6	177.1	307.8		
1 and under 2 years	101.0	8.7	7.9	117.6	31.0	*1.5	138.4	170.9	61.7	232.6	350.2		
2 and under 3 years	66.8	4.1	5.7	76.6	15.4	*1.3	82.4	99.0	34.6	133.7	210.3		
3 and under 5 years	50.0	*3.3	7.5	60.7	13.1	*0.2	84.6	98.0	42.0	139.9	200.7		
5 and under 10 years	31.5	*2.7	6.0	40.3	7.6	*0.5	67.2	75.2	32.7	107.9	148.3		
10 years and over	45.7	*2.7	9.4	57.8	5.9	*0.0	69.6	75.5	17.2	92.7	150.5		
10 and under 20 years	29.5	*1.5	5.1	36.2	5.3	*0.0	42.6	47.9	15.0	63.0	99.1		
20 years and over	16.2	*1.1	4.3	21.6	*0.6	*0.0	27.0	27.6	*2.2	29.7	51.4		
Total	560.5	196.2	62.2	818.9	172.6	58.3	668.3	899.2	294.4	1,193.6	2,012.7		

(a) Includes persons whose reason for ceasing last job was not determined.

Source: Labour Mobility, Australia, During the Year Ending February 1991 (6209.0).

Multiple Jobholders

In July 1991, there were 331,600 persons aged 15 and over who were multiple jobholders. The proportion of employed persons who held a second job was 4.3 per cent in July 1991. This ratio was 2.8 per cent in 1983.

Of the 331,600 multiple jobholders in July 1991, 51 per cent were female. About 66 per cent of multiple jobholders were married. Close to half (47%) of married multiple jobholders were either self-employed or employers in one of their jobs while 75 per cent of not-married multiple jobholders were employees in both jobs.

Over the last decade the number of persons who were employed in the Recreation, personal and other services industry in their second job as a proportion of persons employed in that industry (whether in their main or second job) has increased by 4 percentage points.

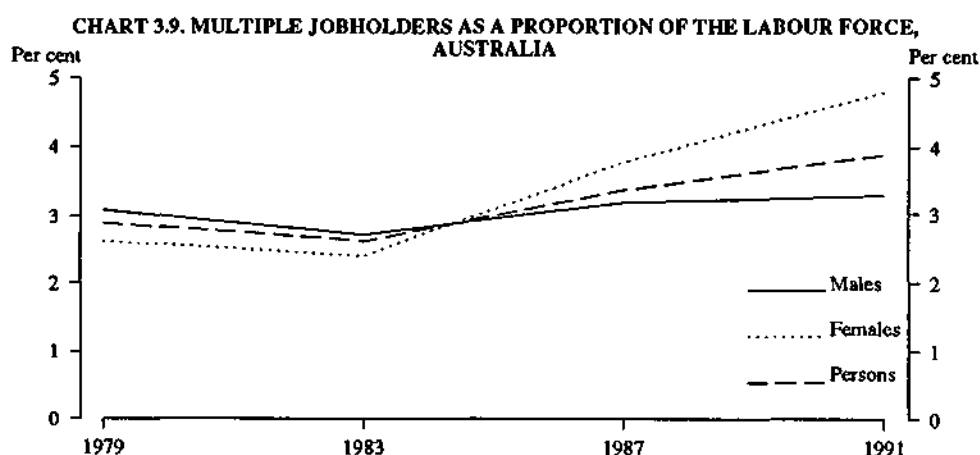
The 25-34 and 35-44 age groups had the highest proportion of multiple jobholders. Some 28 per cent of female multiple jobholders were in the 25-34 age group with 34 per cent in the 35-44 age group. These age groups accounted for 31 per cent and 29 per cent of male multiple jobholders respectively.

A greater proportion of female than male multiple jobholders worked as Clerks in their main job (28% compared to 9.3%). This is true also of salespersons (females 22%, males 12%) and para-professionals (females 11%, and males 7.9%).

TABLE 3.18. MULTIPLE JOBHOLDERS : INDUSTRY OF SECOND JOB AS A PROPORTION OF PERSONS EMPLOYED IN THAT INDUSTRY, AUSTRALIA, AUGUST 1979 TO JULY 1991
(per cent)

Industry	August 1979	August 1981	August 1983	August 1985	August 1987	July 1991
Agriculture, forestry, fishing and hunting	7.0	6.8	6.3	7.3	7.9	7.8
Manufacturing	0.8	0.6	0.9	0.9	1.3	1.5
Construction	1.6	1.3	1.4	1.6	2.0	2.0
Wholesale and retail trade	2.4	2.3	2.3	3.0	3.2	3.8
Transport and storage	2.2	2.3	1.6	1.5	2.0	2.2
Finance, property and business services	2.6	2.8	2.6	2.5	3.4	4.4
Community services	3.2	3.7	3.8	4.0	4.7	5.7
Recreation, personal and other services	13.4	8.3	8.9	11.1	12.0	12.5
Other	0.8	0.7	0.5	0.9	0.4	1.3
Total	3.1	2.9	2.8	3.3	3.7	4.3

Source: Multiple Jobholding, Australia, July 1991 (6216.0).



Source: Multiple Jobholding, Australia, July 1991 (6216.0).

TABLE 3.19. MULTIPLE JOBHOLDERS: SELECTED CHARACTERISTICS, NUMBER OF MULTIPLE JOBHOLDERS, PROPORTION OF EMPLOYED PERSONS AND PROPORTION OF LABOUR FORCE, AUSTRALIA, JULY 1991

	Number ('000)			Proportion of employed persons (per cent)			Proportion of labour force (per cent)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Marital status—</i>									
Married	109.0	110.0	219.1	3.7	5.6	4.4	3.4	5.2	4.2
Not-married	54.2	58.4	112.5	3.6	4.8	4.2	3.1	4.2	3.6
<i>Family status—</i>									
Member of a family	134.0	139.6	273.7	3.6	5.3	4.3	3.3	4.8	3.9
Husband or wife	106.4	107.0	213.4	3.7	5.6	4.5	3.5	5.3	4.2
With dependents present	74.8	74.8	149.5	4.2	6.8	5.2	3.9	6.3	4.8
Without dependents present	31.6	32.2	63.9	2.9	4.0	3.4	2.7	3.8	3.2
Sole parent	*1.8	7.0	8.8	*5.6	4.9	5.1	*4.8	4.2	4.3
Other family head	*0.9	*3.4	4.3	*2.1	*5.2	4.0	*1.9	*4.9	3.7
Full-time student aged 15-24	5.9	8.0	14.0	5.3	5.4	5.4	4.3	4.5	4.4
Other child of married couple or family head	17.5	13.3	30.8	3.0	3.7	3.2	2.5	3.1	2.7
Other relative of married couple or family head	*1.5	*0.9	*2.4	*3.2	*2.8	*3.0	*2.5	*2.2	*2.4
Not a member of a family	24.0	20.3	44.4	4.1	5.2	4.6	3.6	4.7	4.0
Living alone	9.3	8.0	17.3	3.4	4.7	3.9	3.0	4.3	3.5
Not living alone	14.8	12.3	27.1	4.7	5.6	5.1	4.1	5.0	4.5
Family status not determined	5.1	8.4	13.5	3.0	5.9	4.4	2.6	5.3	3.8
<i>Birthplace and period of arrival—</i>									
Born in Australia	130.2	134.4	264.6	4.0	5.5	4.6	3.6	5.1	4.2
Born outside Australia	33.0	34.0	67.0	2.8	4.5	3.5	2.5	4.0	3.1
Born in main English speaking countries	17.8	17.3	35.1	3.5	4.9	4.1	3.2	4.5	3.7
Born in other countries	15.2	16.7	31.9	2.3	4.1	3.0	2.0	3.6	2.6
Arrived before 1981	23.0	24.5	47.5	2.7	4.5	3.4	2.4	4.2	3.1
Arrived 1981 to survey date	10.0	9.5	19.5	3.2	4.4	3.7	2.6	3.7	3.0
<i>Age—</i>									
15-19	9.8	12.6	22.4	3.4	4.5	3.9	2.6	3.5	3.1
20-24	21.3	21.7	42.9	4.1	4.7	4.4	3.5	4.1	3.8
25-34	49.8	47.9	97.7	4.2	5.8	4.8	3.8	5.3	4.4
35-44	47.1	56.7	103.8	4.1	6.5	5.1	3.8	6.1	4.8
45-54	24.7	25.2	49.9	3.0	4.7	3.7	2.9	4.4	3.5
55 and over	10.5	4.3	14.9	2.2	2.3	2.2	2.0	2.2	2.1
<i>Occupation of main job—</i>									
Managers and administrators	19.3	9.2	28.5	3.1	4.4	3.4	..	..	..
Professionals	28.9	31.0	59.9	5.1	7.8	6.2	..	..	..
Para-professionals	12.9	18.7	31.6	5.2	8.4	6.7	..	..	..
Tradespersons	24.9	5.8	30.7	2.4	4.9	2.6	..	..	..
Clerks	15.2	46.6	61.8	4.8	4.6	4.7	..	..	..
Salespersons and personal service workers	20.0	36.7	56.7	5.1	5.0	5.1	..	..	..
Plant and machine operators, and drivers	12.6	*2.3	14.9	2.6	*2.5	2.6	..	..	..
Labourers and related workers	29.3	18.2	47.5	3.9	4.5	4.1	..	..	..
<i>Industry of main job—</i>									
Agriculture, forestry, fishing and hunting	13.5	5.8	19.3	4.6	5.1	4.7	..	..	..
Manufacturing	21.2	9.5	30.7	2.6	3.0	2.7	..	..	..
Construction	6.1	*1.9	8.0	1.3	*2.9	1.5	..	..	..
Wholesale and retail trade	26.4	27.2	53.7	3.0	3.8	3.4	..	..	..
Transport and storage	9.3	*2.3	11.6	2.8	*3.0	2.8	..	..	..
Finance, property and business services	19.7	21.5	41.1	4.2	5.0	4.6	..	..	..
Public administration and defence	9.4	5.1	14.5	4.6	3.6	4.2	..	..	..
Community services	31.7	71.5	103.2	6.6	7.7	7.3	..	..	..
Recreation, personal and other services	17.6	20.0	37.6	6.8	6.0	6.3	..	..	..
Other	8.3	3.6	11.9	3.2	6.3	3.8	..	..	..
Total	163.2	168.4	331.6	3.7	5.3	4.3	3.3	4.8	3.9

Source: Multiple Jobholding, Australia, July 1991 (6216.0).

Transition from Education to Work

In May 1991, there were 209,800 persons aged 15 to 64 who had left full-time education at some time in the previous year and who were currently employed. Of these, 149,500 (71%) were employed full-time.

An estimated 48 per cent (101,200) of all employed leavers were working in the Wholesale and retail trade (56,800) or Community services (44,400) industries. School leavers accounted for 65 per cent (36,700) of the employed leavers joining the Wholesale and retail trade industry group while tertiary leavers were estimated to account for 88 per cent (39,000) of those leavers employed in Community services.

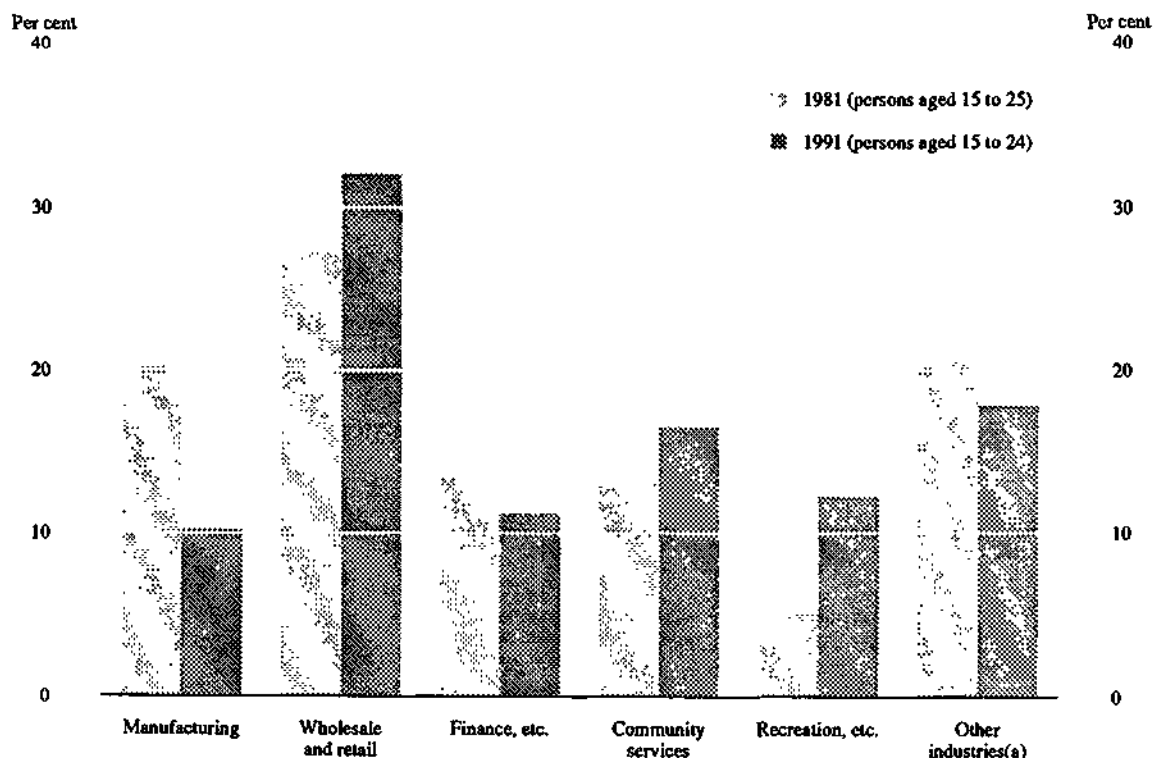
TABLE 3.20. EMPLOYED LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL-TIME IN 1990, INDUSTRY AND WHETHER FULL-TIME OR PART-TIME WORKERS, AUSTRALIA, MAY 1991
(¹000)

	Attended school in 1990			Attended tertiary in 1990			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Industry —</i>									
Agriculture, forestry, fishing and hunting	3.6	* 1.5	5.1	* 2.3	* 1.2	3.5	5.9	* 2.7	8.6
Manufacturing	10.0	* 2.7	12.7	4.2	* 3.3	7.4	14.2	6.0	20.1
Construction	4.1	* 0.3	4.3	4.9	* 1.2	6.1	9.0	* 1.4	10.4
Wholesale and retail trade	18.0	18.7	36.7	9.6	10.5	20.1	27.6	29.2	56.8
Transport and storage	* 1.4	* 0.7	* 2.0	* 3.1	* 1.0	4.1	4.4	* 1.7	6.1
Finance, property and business services	* 1.2	4.8	6.0	8.9	9.5	18.4	10.1	14.4	24.4
Community services	* 1.1	4.3	5.5	10.5	28.4	39.0	11.7	32.7	44.4
Recreation, personal and other services	4.6	6.9	11.5	5.7	7.9	13.5	10.3	14.7	25.0
Other(a)	* 1.9	* 1.8	3.7	5.6	4.5	10.2	7.6	6.3	13.9
<i>Type of employment —</i>									
Full-time workers	34.0	25.3	59.4	44.2	45.9	90.1	78.2	71.3	149.5
Part-time workers	11.9	16.3	28.2	10.6	21.5	32.1	22.5	37.8	60.3
All employed leavers	45.9	41.6	87.6	54.8	67.5	122.2	100.7	109.1	209.8

(a) Comprises Mining; Electricity, gas and water; Communication; and Public administration and defence.

Source: *Transition from Education to Work, Australia May 1991* (6227.0)

CHART 3.10. EMPLOYED LEAVERS BY INDUSTRY, AUSTRALIA



(a) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Construction; Transport and storage; Communication; and Public administration and defence.

Source: *Transition from Education to Work, Australia, May 1991* (6227.0).

TABLE 3.21. APPRENTICES : YEAR OF APPRENTICESHIP BY SUMMARY OF CHARACTERISTICS, AUSTRALIA, MAY 1991 ('000)

	<i>First</i>	<i>Second</i>	<i>Third</i>	<i>Fourth(a)</i>	<i>Total</i>
<i>Sex —</i>					
Males	20.0	39.5	36.5	26.2	122.2
Females	4.2	5.1	4.5	* 3.2	17.0
<i>State —</i>					
New South Wales	10.6	16.4	13.3	10.4	50.6
Victoria	4.6	12.3	11.8	8.0	36.7
Queensland	4.3	6.0	5.9	4.2	20.3
South Australia	* 1.3	* 2.5	* 3.2	* 2.9	10.0
Western Australia	* 2.2	4.6	* 3.4	* 2.3	12.5
Tasmania	* 0.5	* 1.2	* 1.8	* 0.8	4.2
Northern Australia	* 0.2	* 0.9	* 0.9	* 0.3	* 2.2
Australian Capital Territory	* 0.6	* 0.6	* 0.9	* 0.4	* 2.6
<i>Age —</i>					
15-19	20.2	36.2	24.3	9.6	90.2
15-17	13.6	14.2	* 1.3	* 0.0	29.1
18	4.8	12.1	11.5	* 1.9	30.4
19	* 1.8	9.8	11.5	7.6	30.7
20-24	* 2.9	7.4	15.7	19.3	45.2
25-34	* 1.2	* 1.0	* 1.0	* 0.5	3.7
<i>Birthplace —</i>					
Born in Australia	23.1	40.1	37.9	26.5	127.7
Born outside Australia	* 1.1	4.5	* 3.1	* 2.8	11.5
<i>Whether attended an educational institution and type of institution attended in 1990 —</i>					
Attended	17.2	37.3	33.8	23.0	111.3
School	13.2	* 1.4	* 0.2	* 0.0	14.8
Tertiary	4.0	35.8	33.6	23.0	96.5
Did not attend	7.0	7.3	7.2	6.4	27.9
<i>Age at time of leaving full-time education —</i>					
Attending full-time in May 1991	* 1.7	* 2.7	* 1.4	* 0.9	6.8
Not attending full-time in May 1991	21.6	40.9	38.7	27.9	129.1
15-19	21.0	39.4	37.0	26.8	124.2
15	3.6	8.8	6.7	5.3	24.4
16	8.4	13.6	15.2	9.8	46.9
17-19	9.1	17.1	15.2	11.6	52.9
Other (b)	* 0.6	* 1.5	* 1.7	* 1.2	4.9
Not asked(c)	* 0.9	* 1.0	* 0.8	* 0.5	* 3.3
<i>Industry —</i>					
Manufacturing	5.5	9.8	9.1	5.6	30.0
Construction	3.7	8.8	11.7	6.7	30.9
Wholesale and retail trade	5.8	13.3	8.8	10.3	38.3
Recreation, personal and other services	5.7	5.5	5.4	* 3.1	19.7
Other	3.5	7.2	6.0	3.7	20.3
<i>Field of trade —</i>					
Metal fitting and machining; other metal	3.5	5.9	6.1	4.0	19.5
Electrical and electronics	* 3.0	5.2	7.7	5.1	21.0
Building	* 2.9	9.0	9.1	4.5	25.5
Vehicle	4.0	8.2	6.2	6.6	24.9
Food	* 2.2	4.3	* 2.8	* 1.9	11.3
Hairdressers	* 3.3	* 2.8	* 2.4	* 2.4	10.9
Other	5.4	9.2	6.7	4.8	26.1
<i>Sector —</i>					
Public	* 2.8	5.2	5.3	3.5	16.7
Private(d)	21.5	39.4	35.7	25.8	122.4
Total	24.2	44.6	41.0	29.4	139.1

(a) Includes a small number of fifth year apprentices. (b) Comprises persons who left school aged 10 to 14 or 20 to 34. (c) Persons aged 25 to 34 who were not full-time students in 1990 were not asked the age at which they left full-time education. (d) Includes a small number of persons for whom sector could not be determined.

Source: *Transition from Education to Work, Australia, May 1991* (6227 0)

Educational Attainment

The number of employed persons aged 15 to 69 recorded a steady increase from 6,752,600 in February 1986 to 7,724,000 in February 1990 then decreased to 7,651,800 in February 1991. Despite this fall, the number of employed persons with a post-school qualification continued to rise with an increase of 716,400 (24%) since February 1986 — those with a degree rising by 187,700 (27%). The number of employed persons without post-school qualifications increased by 295,300 (8.2%) between February 1986 and February 1990 then fell by 152,100 (4%) in the twelve months to February 1991. Of these persons, the number who attended the highest level of secondary school available increased by 246,700 (29%) between February 1986 and February 1991. The estimate for those who had not attended the highest level of secondary school available decreased by 119,600 (43%) over the same period.

TABLE 3.22. EMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1986 TO FEBRUARY 1991 ('000)

February	With post-school qualifications				Without post-school qualifications			Total(c)
	Degree	Trade qualifi- cation	Certif- icate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school	Total(b)	
MALES								
1986	451.5	1,475.4		1,971.0	497.9	1,615.8	2,119.2	4,130.3
1987(d)	454.7	1,121.6	491.6	2,078.0	513.1	1,536.7	2,062.9	4,193.5
1988	489.9	1,145.5	516.6	2,159.0	543.7	1,530.8	2,095.4	4,304.1
1989	503.3	1,159.4	563.7	2,233.1	549.1	1,591.6	2,156.1	4,405.9
1990	535.4	1,168.5	578.0	2,311.5	595.2	1,563.6	2,175.2	4,549.2
1991	551.5	1,151.8	608.1	2,330.0	605.0	1,463.4	2,081.7	4,475.5
FEMALES								
1986	235.8	784.9		1,064.8	350.1	1,142.6	1,496.4	2,622.3
1987(d)	229.0	87.5	807.7	1,139.6	368.2	1,158.3	1,540.6	2,745.8
1988	244.6	81.5	852.1	1,190.5	385.2	1,194.5	1,594.3	2,855.4
1989	267.1	88.8	927.3	1,292.9	428.7	1,210.8	1,652.2	3,027.9
1990	299.0	87.4	954.3	1,357.4	472.9	1,250.3	1,735.7	3,174.8
1991	323.4	90.3	995.9	1,422.2	489.8	1,175.4	1,677.2	3,176.2
ALL PERSONS								
1986	687.3	2,260.3		3,035.8	848.1	2,758.4	3,615.7	6,752.6
1987(d)	683.7	1,209.2	1,299.3	3,217.5	881.3	2,695.0	3,603.5	6,939.2
1988	734.5	1,227.1	1,368.7	3,349.5	928.9	2,725.4	3,689.7	7,159.5
1989	770.4	1,248.3	1,491.1	3,526.0	977.8	2,802.4	3,808.2	7,478.8
1990	834.4	1,255.9	1,532.3	3,668.9	1,068.1	2,813.9	3,911.0	7,724.0
1991	875.0	1,242.2	1,604.1	3,752.2	1,094.8	2,638.8	3,758.9	7,651.8

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school and those for whom secondary school qualifications could not be determined. (c) Includes persons aged 15 to 20 still at school. (d) Prior to February 1987 the data now published in the Educational attainment categories "Trade qualifications" and "Certificate or diploma" were published as "Trade, technical or other certificate".

Source: Labour Force Status and Educational Attainment, Australia, February 1991 (6235.0).

CHART 3.11. PERCENTAGES OF EMPLOYED PERSONS IN AN OCCUPATION GROUP WITH POST-SCHOOL QUALIFICATIONS, AUSTRALIA, FEBRUARY 1991



Source: Labour Force Status and Educational Attainment, Australia, February 1991 (6235.0).

Career Paths of Qualified Nurses

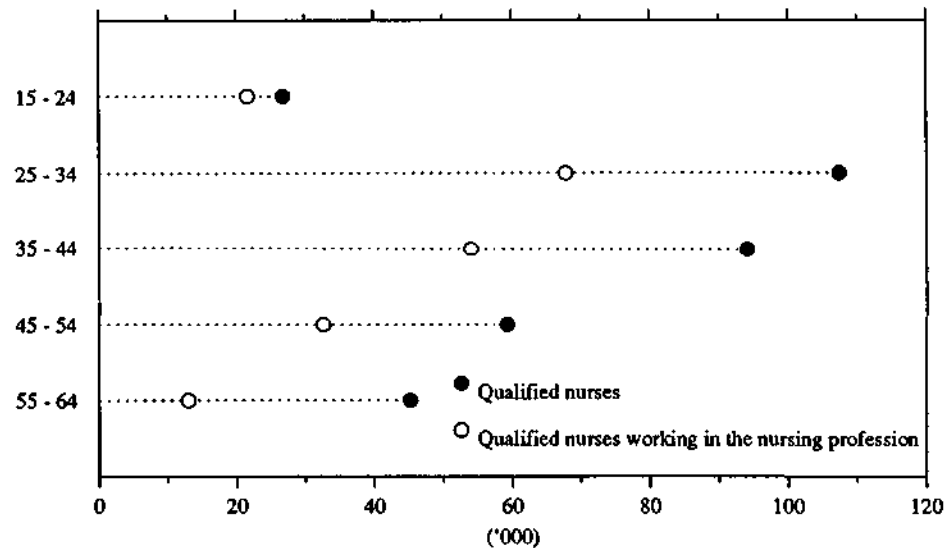
There were an estimated 332,900 persons qualified as nurses at March to July 1989, most of whom were female (93 per cent). Of the 332,900 qualified nurses, 230,600 had registered with at least one Australian nursing board as a registered nurse, 102,100 had registered as an enrolled nurse, and 25,600 had never registered. Some 25,400 nurses had held registration as both a registered and an enrolled nurse since qualifying.

An estimated 57 per cent of the 332,900 qualified nurses in Australia were working in the nursing profession, with the percentage working in the nursing profession falling as age increases. Approximately 32 per cent of qualified nurses had spent between 10 and 20 years in nursing.

An estimated 34 per cent (64,500) of qualified nurses working in nursing usually work between 1 and 29 hours in nursing, while 10 per cent usually work 41 hours and over in nursing. Over 60 per cent of qualified nurses working in the nursing profession stated they were located solely at a hospital.

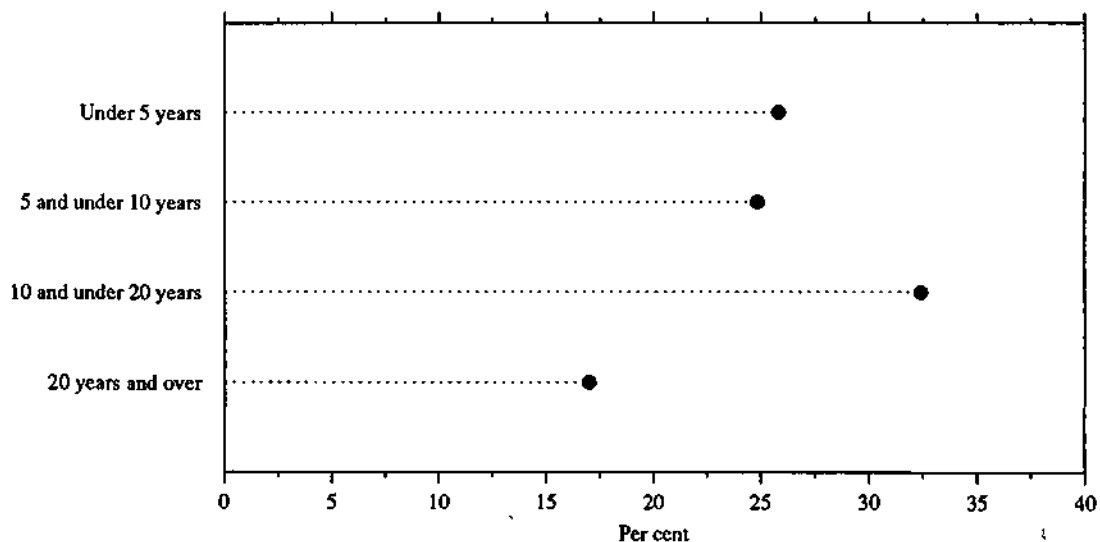
Some 58 per cent of qualified nurses working in the nursing profession were working in the public sector. Of qualified nurses working outside the nursing profession, 20 per cent were working (in their main job) in the public sector.

CHART 3.12. QUALIFIED NURSES: WHETHER WORKING IN THE NURSING PROFESSION AND AGE, AUSTRALIA, 1989



Source: *Career Paths of Qualified Nurses, 1989 (6277.0)*.

CHART 3.13. QUALIFIED NURSES WORKING IN NURSING: TIME IN NURSING, AUSTRALIA, 1989



Source: *Career Paths of Qualified Nurses, 1989 (6277.0)*.

TABLE 3.23. QUALIFIED NURSES: SUMMARY OF CHARACTERISTICS, TYPE OF NURSE REGISTRATION AND REGISTRATION STATUS, AUSTRALIA, 1989
(*000)

	Registered nurses			Enrolled nurses			Never registered	Total(a)
	Currently registered as a registered nurse	Not currently registered as a registered nurse	Total	Currently registered as an enrolled nurse	Not currently registered as an enrolled nurse	Total		
<i>Marital status —</i>								
Married	126.4	34.5	160.9	54.3	22.5	76.7	17.2	234.2
Not married	60.9	8.8	69.7	17.0	8.4	25.3	8.5	98.8
<i>Family status —</i>								
Member of a family	150.0	36.8	186.8	60.2	28.6	88.8	19.5	271.5
Husband or wife	120.3	33.4	153.7	51.7	21.7	73.4	16.3	223.1
With dependents present	77.3	16.3	93.6	34.0	11.7	45.7	9.0	137.7
Without dependents present	42.9	17.1	60.1	17.7	10.0	27.7	*7.3	85.5
Other family head	18.7	*2.8	21.5	*5.3	*4.7	9.9	*2.4	31.8
Other family member	11.0	*0.6	11.6	*3.2	*2.2	*5.4	*0.8	16.6
Not a member of a family	28.0	*4.5	32.5	*7.6	*1.2	8.7	*3.2	42.9
Family status not determined	9.4	*2.0	11.4	*3.5	*1.1	*4.5	*3.0	18.5
<i>Birthplace and period of arrival —</i>								
Born in Australia	145.7	35.6	181.3	54.0	24.9	78.9	12.6	254.2
Born outside Australia	41.7	*7.7	49.4	17.2	*5.9	23.2	13.1	78.7
Main English speaking countries	31.3	*5.3	36.6	11.1	*5.1	16.2	*5.4	53.9
Other countries	10.4	*2.4	12.8	*6.1	*0.8	*6.9	*7.6	24.8
Arrived before 1980	30.8	*6.1	36.9	11.7	*5.4	17.0	*5.0	53.7
Arrived 1980-1989	10.8	*1.6	12.5	*5.6	*0.6	*6.1	8.1	25.0
<i>Age (years) —</i>								
15-24	13.6	*0.0	13.6	9.9	*1.3	11.2	*2.6	26.9
25-34	66.8	8.3	75.1	27.7	9.3	37.0	*5.8	107.4
35-44	52.9	10.1	63.0	23.3	*7.6	30.9	*6.0	94.1
45-54	35.3	10.0	45.3	*7.4	*6.4	13.7	*3.7	59.4
55-64	18.7	14.9	33.6	*3.0	*6.2	9.3	*7.4	45.2
<i>Employment status —</i>								
Working	167.8	24.4	192.2	60.9	18.1	79.0	14.9	266.9
In nursing	144.0	*1.8	145.8	52.4	*3.6	56.0	*0.0	189.4
Not in nursing	23.8	22.6	46.4	8.5	14.6	23.1	14.9	77.6
Not working	19.5	18.9	38.4	10.3	12.7	23.0	10.7	66.0
Looking for work	*0.8	*0.7	*1.5	*0.7	*1.8	*2.5	*2.1	*6.1
Not in the labour force	18.7	18.2	36.9	9.6	11.0	20.6	8.6	60.0
<i>Educational attainment —</i>								
Post-graduate degree or graduate diploma	14.7	*0.3	15.0	*1.2	*0.9	*2.1	*0.9	17.5
Bachelor degree or diploma	25.6	*5.3	30.9	*4.6	*1.1	*5.7	*0.5	33.8
Certificate	146.1	37.8	183.9	64.7	28.4	93.1	23.4	278.8
Other(b)	*0.9	*0.0	*0.9	*0.7	*0.5	*1.1	*0.8	*2.8
<i>State or Territory of usual residence —</i>								
New South Wales	64.5	13.1	77.7	16.0	*9.9	25.9	*8.9	105.4
Victoria	49.0	*8.4	57.4	29.6	*7.2	36.8	*7.8	93.5
Queensland	27.6	7.0	34.7	9.1	*4.7	13.8	*3.7	48.5
South Australia	18.1	4.5	22.6	6.0	4.2	10.2	*2.1	33.0
Western Australia	18.4	6.7	25.1	6.5	*3.3	9.8	*2.5	36.1
Tasmania	4.6	*1.1	5.7	*1.9	*0.2	*2.1	*0.1	6.9
Northern Territory	*1.7	*1.5	*3.3	*0.8	*0.8	*1.6	*0.3	4.4
Australian Capital Territory	3.2	*0.9	4.2	*1.3	*0.5	*1.8	*0.3	5.2
Total	187.3	43.3	230.6	71.3	30.8	102.1	25.6	332.9
<i>Males</i>	<i>16.0</i>	<i>*1.0</i>	<i>17.1</i>	<i>8.1</i>	<i>*0.2</i>	<i>8.3</i>	<i>*1.3</i>	<i>23.6</i>
<i>Females</i>	<i>171.3</i>	<i>42.3</i>	<i>213.6</i>	<i>63.2</i>	<i>30.6</i>	<i>93.8</i>	<i>24.3</i>	<i>309.3</i>

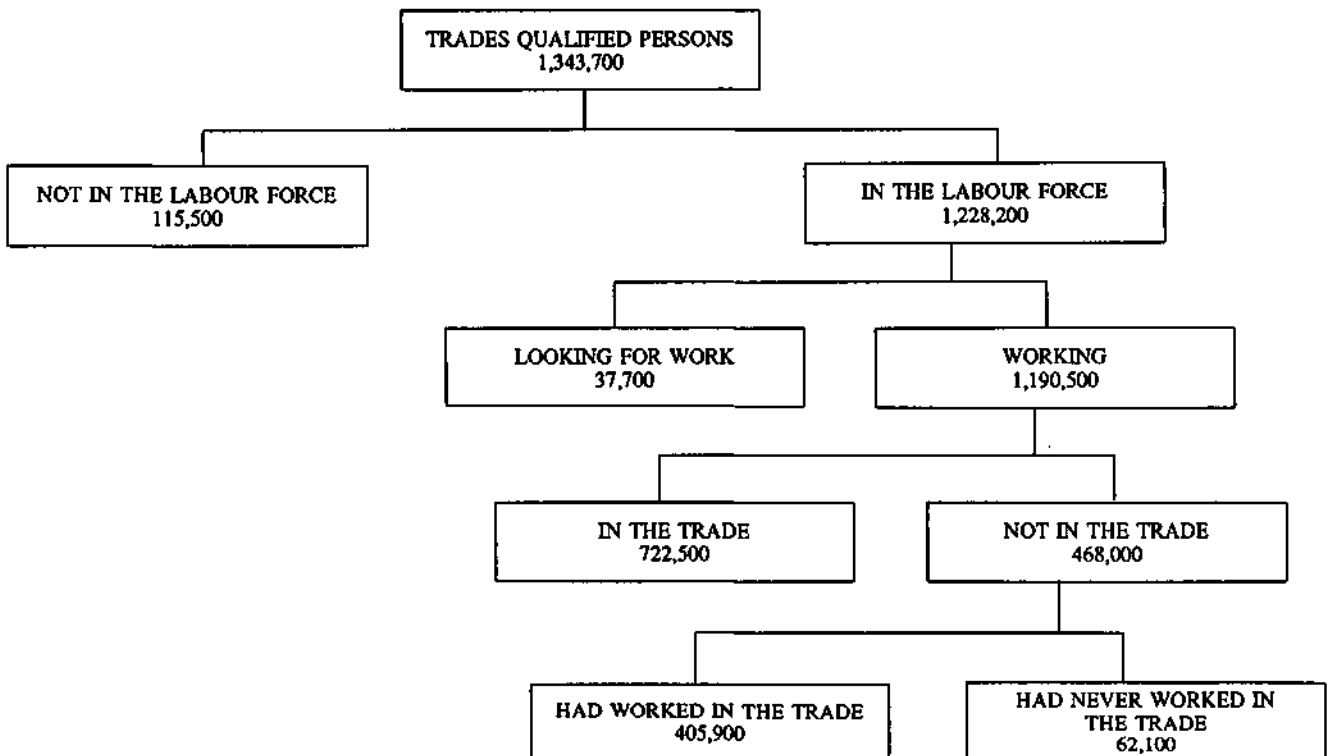
(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories. (b) Includes trade qualification or apprenticeship.

Source: Career Paths of Qualified Nurses, 1989 (6277.0).

Career Paths of Persons With Trade Qualifications

At March to July 1989, there were an estimated 1,343,700 persons aged 15 to 64 in Australia who had qualified as a tradesperson at some time.

CHART 3.14. TRADES QUALIFIED PERSONS: EMPLOYMENT STATUS, AUSTRALIA, 1989



Source: *Career Paths of Persons with Trade Qualifications, 1989* (6243.0).

Of these people:

- 54 per cent were working in the trade of their qualification
- 35 per cent were working outside the trade;
- 3 per cent were looking for work; and
- 9 per cent were not in the labour force.

An estimated 79 per cent (1,061,900) qualified in a trade by completing an apprenticeship in Australia. Of these persons, 39 per cent qualified before 1970 and about 30 per cent in each of the periods 1970-1979 and 1980-1989.

Some 80 per cent of trades qualified persons were born in Australia. Of those who were born overseas, about 50 per cent came from the main English speaking countries. An estimated 59 per cent of those born in main English speaking countries were working in the trade at the time of the survey compared with 53 per cent of the Australian born.

Of persons with trades qualifications, males outnumbered females by ten to one. Some 30 per cent of trades qualified persons were aged 25 to 34 years and a further 25 per cent were aged between 35 to 44 years.

More qualified tradespersons had gained their qualification in Building (289,500) than any other field of trade.

An estimated 91 per cent of trades qualified males were working at the time of the survey compared with 69 per cent of females. Approximately 80 per cent of the 1,190,500 trades qualified persons who had a job were working in the private sector.

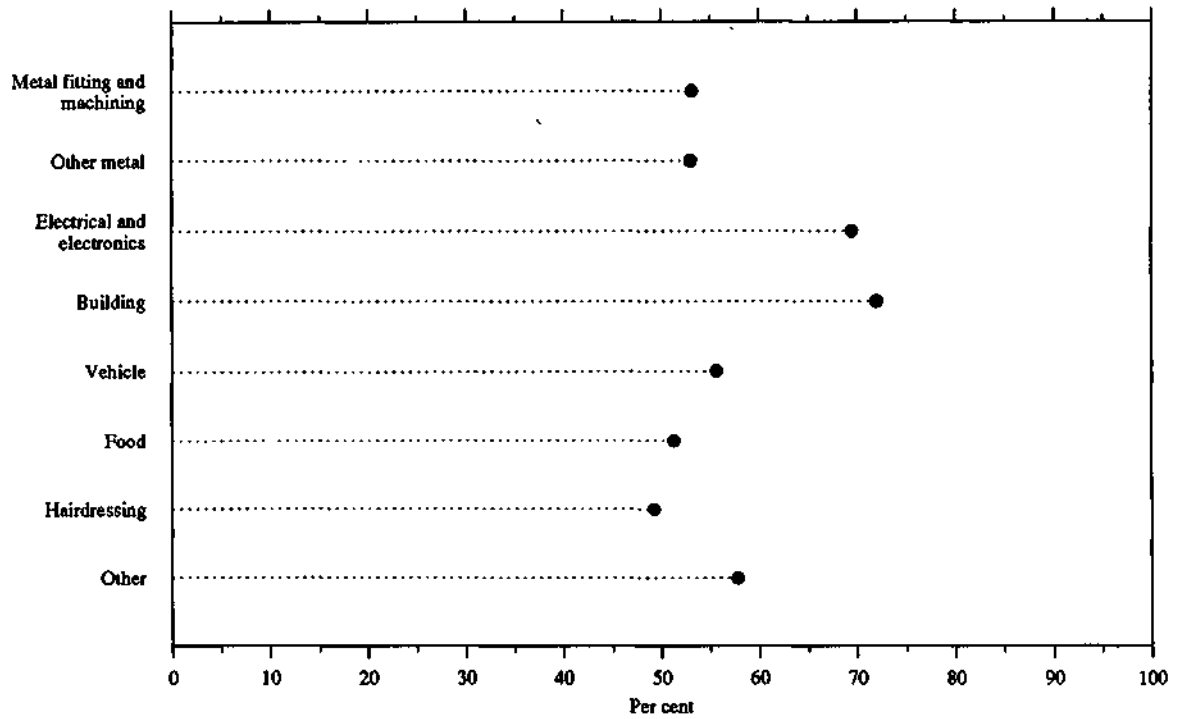
TABLE 3.24. TRADES QUALIFIED PERSONS: SUMMARY OF CHARACTERISTICS AND FIELD OF TRADE QUALIFICATION, AUSTRALIA, 1989
(*000)

	Field of trade qualification								Total
	Metal fitting and machining	Other metal	Electrical and electronics	Building	Vehicle	Food	Hair- dressing	Other	
Marital status —									
Married	167.3	61.8	165.3	224.8	138.3	56.8	57.0	132.7	1,004.0
Not married	48.6	26.8	50.9	64.7	50.6	24.9	21.0	52.1	339.7
Family status —									
Member of a family	182.9	72.2	180.0	242.4	161.9	63.4	65.7	152.3	1,120.7
Husband or wife	163.9	60.0	161.0	216.5	136.1	55.8	55.4	130.1	979.0
With dependents present	98.4	36.5	91.0	125.7	85.4	32.6	36.2	75.6	581.4
Without dependents present	65.6	23.6	70.0	90.9	50.7	23.2	19.1	54.5	397.6
Other family member	18.9	12.1	19.0	25.9	25.7	*7.6	10.3	22.2	141.7
Not a member of a family	27.3	12.3	28.3	32.5	20.6	14.6	9.2	28.4	173.1
Family status not determined	*5.8	*4.1	*7.9	14.6	*6.4	*3.8	*3.1	*4.1	49.8
Birthplace and period of arrival —									
Born in Australia	155.9	69.8	167.9	233.0	148.9	68.3	65.3	151.0	1,060.1
Born outside Australia	60.0	18.8	48.3	56.5	40.0	13.5	12.6	33.7	283.6
Main English speaking countries	28.7	10.2	25.4	24.4	20.9	*6.6	*4.1	20.1	140.4
Other countries	31.3	8.6	22.9	32.1	19.1	*6.9	8.6	13.6	143.2
Arrived before 1960	17.4	*4.5	16.3	17.3	11.1	*3.0	*3.8	10.6	84.0
Arrived 1960-1969	21.9	*6.5	15.3	24.0	9.4	*4.6	*6.0	9.6	97.4
Arrived 1970-1979	11.6	*4.1	11.8	10.3	10.8	*2.8	*1.4	*7.0	59.8
Arrived 1980-1989	9.0	*3.7	*5.0	*4.9	8.7	*3.2	*1.4	*6.5	42.4
Age (years) —									
15-24	23.4	15.0	22.5	31.9	25.8	12.3	11.9	17.0	160.0
25-34	57.8	23.1	59.3	89.9	71.1	23.5	25.1	59.8	409.5
35-44	56.1	24.0	59.5	66.7	44.2	25.2	20.4	43.7	339.8
45-54	43.6	13.7	41.7	63.0	32.1	10.6	13.3	33.5	251.4
55-64	35.0	12.9	33.2	38.1	15.6	10.1	*7.2	30.8	183.0
Employment status —									
Working	195.4	80.0	197.7	262.6	174.0	71.9	56.1	152.9	1,190.5
In the trade	104.0	42.4	137.4	189.2	96.8	36.9	27.6	88.3	722.5
Not in the trade	91.4	37.6	60.3	73.4	77.2	35.0	28.5	64.6	468.0
Not working	20.5	8.7	18.5	26.9	14.9	9.9	21.8	31.9	153.2
Looking for work	*5.6	*3.0	*2.9	8.5	*6.0	*2.7	*1.5	*7.6	37.7
Not in the labour force	15.0	*5.7	15.6	18.5	8.9	*7.2	20.3	24.3	115.5
Educational attainment —									
With post-school qualifications(a)	214.2	86.0	214.7	284.8	186.0	80.7	77.4	181.2	1,324.9
Diploma, bachelor degree or higher	17.2	*4.7	17.2	8.3	*7.6	*3.0	*1.3	15.6	74.9
Trade qualification or apprenticeship	182.1	78.9	176.4	264.3	174.2	74.4	73.7	141.3	1,165.4
Post-secondary certificate	14.9	*2.4	19.3	11.2	*4.2	*3.3	*2.3	20.1	77.5
Without post-school qualifications	*1.7	*2.7	*1.5	*4.7	*2.9	*1.1	*0.6	*3.6	18.8
State or Territory of usual residence —									
New South Wales	75.5	27.0	84.0	96.3	60.9	27.3	23.2	61.9	456.0
Victoria	49.6	20.1	43.5	63.4	41.7	20.7	20.5	47.8	307.4
Queensland	35.0	17.8	40.7	61.0	36.0	14.3	13.3	27.4	245.5
South Australia	23.6	10.5	19.4	25.4	17.7	8.5	7.8	15.9	128.8
Western Australia	24.8	10.3	15.3	29.6	23.4	7.2	7.5	20.3	138.4
Tasmania	4.3	*2.0	6.1	8.3	6.6	*1.6	2.8	5.3	36.9
Northern Territory	*2.3	*0.5	*3.0	*3.0	*2.0	*1.6	*0.6	*1.8	14.8
Australian Capital Territory	*0.9	*0.5	4.1	*2.4	*0.6	*0.6	*2.2	4.4	15.8
Total	215.9	88.6	216.2	289.5	188.9	81.8	77.9	184.8	1,343.7
Males	214.9	88.4	215.0	288.1	186.9	74.3	9.4	149.4	1,226.4
Females	*1.0	*0.3	*1.3	*1.4	*2.0	*7.5	68.5	35.4	117.3

(a) Includes other post-school qualifications.

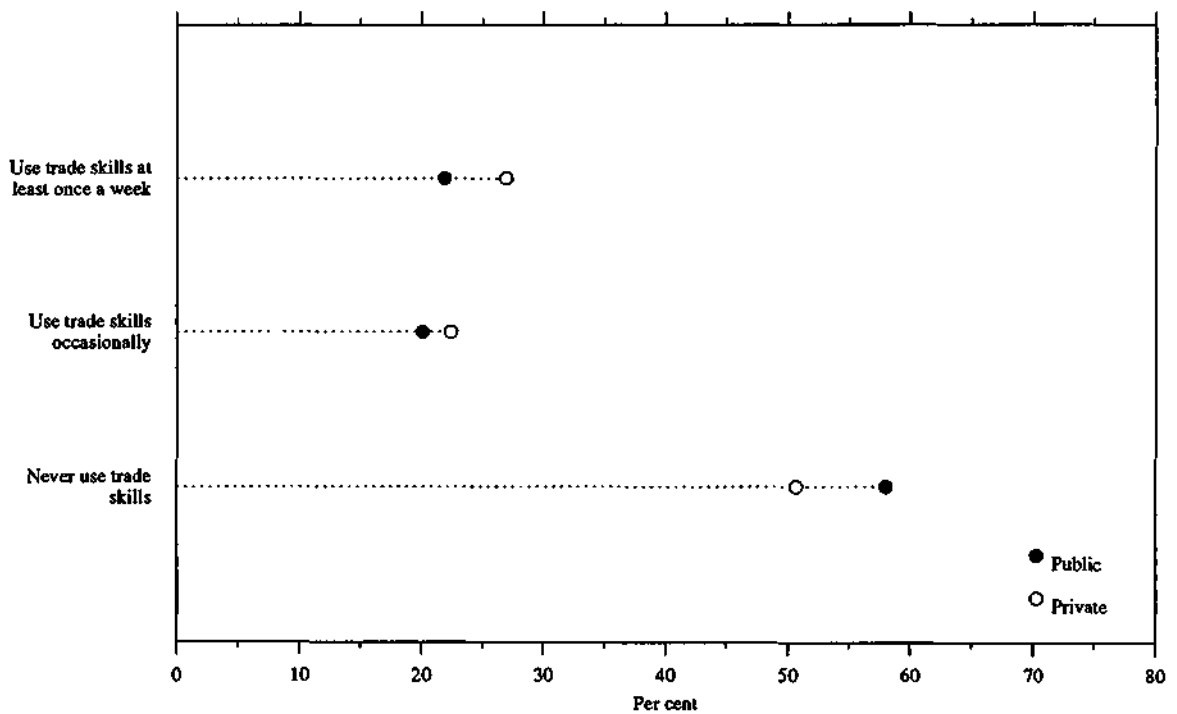
Source: Career Paths of Persons With Trade Qualifications, 1989 (6243.0).

**CHART 3.15. TRADES QUALIFIED PERSONS WHO HAVE A JOB:
PROPORTION WORKING IN THE TRADE AND FIELD OF TRADE
QUALIFICATION, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, 1989* (6243.0).

**CHART 3.16. TRADES QUALIFIED PERSONS WORKING OUTSIDE THE
TRADE: REPORTED FREQUENCY OF USE OF TRADE SKILLS AND
SECTOR, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, 1989* (6243.0).

Underemployed Workers

In May 1991 there were 7,738,900 employed persons aged 15 and over. Of these, 7,281,600 (94%) were fully employed and 457,400 (5.9%) reported that they were underemployed. The number of underemployed workers has increased by 57 per cent since May 1988.

Most of those underemployed workers (85%) were part-time workers who indicated that they would prefer to work more hours. The remaining 15 per cent were full-time workers who did not work full-time hours in the reference week due to economic reasons (short time, insufficient work and stood down for reasons other than bad weather/breakdown).

Female underemployed workers accounted for 59 per cent of the total underemployed. Some 96 per cent of female underemployed workers worked part-time, compared to 71 per cent of underemployed male workers.

Of all underemployed workers, 77 per cent were wage and salary earners and 63 per cent had been underemployed for 13 weeks or longer.

Of underemployed part-time workers, 38 per cent reported that they would have preferred to work 10 to 19 hours more per week, whereas 14 per cent would have preferred to work an extra 30 or more hours per week. Just under half (48%) expressed a preference to change occupation to work more hours. An estimated 130,800 (34%) underemployed part-time workers reported that they would prefer to change employer to work more hours rather than work more hours for their current employer. A further 184,700 (47%) preferred to work more hours for the same employer while the remaining 19 per cent had no preference.

Of all underemployed part-time workers 353,700 persons (91%) had been looking for work with more hours or were available to start such work within four weeks. Of this group 23 per cent reported they would move interstate if offered a suitable job, some 20 per cent reported their main difficulty in finding work was that there were 'no vacancies at all' and 16 per cent stated that there were 'no vacancies in their line of work'.

TABLE 3.25. PERSONS AGED 15 AND OVER : LABOUR FORCE STATUS, WHETHER FULLY EMPLOYED OR UNDEREMPLOYED AND TYPE OF UNDEREMPLOYMENT, AUSTRALIA, MAY 1985, MAY 1988 AND MAY 1991

	May 1985		May 1988		May 1991		
	Males	Females	Males	Females	Males	Females	Persons
	— '000 —						
Persons aged 15 and over	5,868.0	6,059.3	6,243.2	6,445.9	6,649.7	6,819.3	13,469.0
Not in the labour force	1,424.0	3,263.5	1,544.6	3,226.5	1,667.0	3,250.9	4,917.9
In the labour force	4,444.0	2,795.9	4,698.6	3,219.4	4,982.7	3,568.4	8,551.1
Unemployed	361.8	245.9	327.9	263.9	486.5	325.7	812.2
Employed	4,082.3	2,550.0	4,370.6	2,955.5	4,496.2	3,242.7	7,738.9
Fully employed	4,005.2	2,400.3	4,280.2	2,784.9	4,306.5	2,975.0	7,281.6
Part-time	197.4	808.5	239.1	996.5	286.3	1,100.7	1,387.0
Full-time	3,807.9	1,591.9	4,041.1	1,788.4	4,020.2	1,874.4	5,894.6
Underemployed	77.1	149.7	90.5	170.6	189.7	267.7	457.4
Part-time	58.5	141.1	72.7	163.6	134.3	256.2	390.4
Had been looking for work with more hours or were available to start such work within four weeks	..	..	63.6	143.8	123.2	230.4	353.7
Had been looking for work with more hours and were available to start such work within four weeks	31.0	59.8	46.5	83.6	89.0	125.2	214.2
Had been looking for work with more hours but were not available to start such work within four weeks	..	..	*1.5	*2.9	*2.0	5.0	7.0
Had not been looking for work with more hours but were available to start such work within four weeks	..	..	15.6	57.2	32.3	100.2	132.5
Had not been looking for work with more hours and were not available to start such work within four weeks	..	..	9.0	19.9	11.0	25.8	36.8
Full-time	18.5	8.6	17.8	7.0	55.5	11.5	66.9
	— per cent —						
Unemployment rate	8.1	8.8	7.0	8.2	9.8	9.1	9.5
Underemployment rate	1.7	5.4	1.9	5.3	3.8	7.5	5.3
Underutilisation rate	9.9	14.1	8.9	13.5	13.6	16.6	14.8

Source: Underemployed Workers, Australia, May 1991 (6265.0).

TABLE 3.26. EMPLOYED PERSONS: COMPARATIVE PROFILE OF UNDEREMPLOYED AND FULLY EMPLOYED, SELECTED CHARACTERISTICS, AUSTRALIA, MAY 1991

	Underemployed workers				Fully employed workers			
	Males	Females	Persons		Males	Females	Persons	
		- '000 -	(Per cent)			- '000 -	(Per cent)	
<i>Age—</i>								
15-19	33.9	43.3	77.2	16.9	271.8	254.4	526.2	7.2
20-24	29.8	32.6	62.3	13.6	463.9	398.0	861.9	11.8
25-34	45.3	63.2	108.4	23.7	1,133.1	794.7	1,927.8	26.5
35-44	34.7	81.0	115.7	25.3	1,140.0	815.8	1,955.8	26.9
45 and over	46.0	47.6	93.6	20.5	1,297.7	712.1	2,009.8	27.6
<i>Family status—</i>								
Member of a family	153.3	225.5	378.8	82.8	3,589.8	2,478.3	6,068.0	83.3
Husband or wife	87.5	140.7	228.3	49.9	2,812.2	1,783.4	4,595.7	63.1
With dependents present	54.3	98.0	152.3	33.3	1,738.0	1,014.0	2,752.0	37.8
Without dependents present	33.2	42.8	76.0	16.6	1,074.2	769.5	1,843.7	25.3
Sole parent	* 2.3	23.8	26.2	5.7	30.4	126.2	156.6	2.2
Other family head	* 2.0	5.1	7.0	1.5	37.9	61.4	99.3	1.4
Full-time student aged 15-24	16.4	15.3	31.7	6.9	104.2	131.7	236.0	3.2
Other child of married couple or family head	43.3	36.5	79.8	17.4	554.6	343.5	898.1	12.3
Other relative of married couple or family head	* 1.8	4.0	5.9	1.3	50.5	31.9	82.4	1.1
Not a member of a family	28.7	31.9	60.6	13.2	564.1	375.6	939.8	12.9
Living alone	11.9	14.4	26.3	5.8	255.2	163.4	418.6	5.7
Not living alone	16.7	17.5	34.2	7.5	308.9	212.2	521.1	7.2
Family status not determined	7.7	10.3	18.0	3.9	152.6	121.1	273.7	3.8
<i>Birthplace and period of arrival—</i>								
Born in Australia	138.6	208.5	347.0	75.9	3,142.1	2,254.3	5,396.4	74.1
Born outside Australia	51.1	59.2	110.3	24.1	1,164.4	720.8	1,885.2	25.9
Arrived before 1981	38.8	40.0	78.8	17.2	856.4	512.4	1,368.8	18.8
Arrived 1981 to survey date	12.4	19.2	31.5	6.9	307.9	208.4	516.4	7.1
Born in main English-speaking countries	20.0	25.8	45.9	10.0	511.9	338.7	850.6	11.7
Born in other countries	31.1	33.3	64.5	14.1	652.4	382.1	1,034.6	14.2
<i>Industry—</i>								
Agriculture, forestry, fishing and hunting	10.0	10.0	20.0	4.4	280.1	113.7	393.8	5.4
Manufacturing	18.3	15.9	34.2	7.5	788.7	299.2	1,087.9	14.9
Construction	42.8	6.2	49.0	10.7	430.8	61.7	492.4	6.8
Wholesale and retail trade	43.6	72.1	115.7	25.3	853.8	652.3	1,506.1	20.7
Transport and storage	13.0	4.1	17.1	3.7	314.1	76.0	390.1	5.4
Finance, property and business services	17.6	27.8	45.3	9.9	456.6	404.0	860.6	11.8
Community services	14.0	73.0	87.0	19.0	464.9	878.6	1,343.5	18.5
Recreation, personal and other services	27.2	52.1	79.3	17.3	241.2	292.1	533.3	7.3
Other	* 3.2	6.5	9.7	2.1	476.3	197.5	673.7	9.3
<i>Occupation—</i>								
Managers and administrators	5.5	6.2	11.6	2.5	641.3	207.5	848.9	11.7
Professionals	11.7	25.7	37.4	8.2	590.8	398.3	989.0	13.6
Para-Professionals	4.2	11.4	15.6	3.4	237.0	205.8	442.8	6.1
Tradespersons	47.3	7.5	54.8	12.0	989.1	112.3	1,101.4	15.1
Clerks	7.2	53.2	60.4	13.2	306.2	973.9	1,280.1	17.6
Salespersons and personal service workers	25.5	99.6	125.1	27.4	384.7	641.2	1,025.9	14.1
Plant and machine operators, and drivers	21.6	6.3	27.9	6.1	456.7	81.5	538.1	7.4
Labourers and related workers	66.7	57.7	124.4	27.2	700.7	354.7	1,055.3	14.5
<i>Status of worker—</i>								
Employers/self-employed/unpaid family helpers	65.0	40.2	105.1	23.0	723.4	360.7	1,084.0	14.9
Wage and salary earners	124.8	227.5	352.2	77.0	3,583.2	2,614.4	6,197.5	85.1
<i>Duration of current period of underemployment (weeks)—</i>								
1 and under 4	33.3	27.0	60.3	13.2	..	..	..	..
4 and under 13	50.6	59.1	109.8	24.0	..	..	..	..
13 and under 52	69.5	96.4	165.8	36.3	..	..	..	..
52 and over	36.3	85.1	121.4	26.6	..	..	..	..
Total	189.7	267.7	457.4	100.0	4,306.5	2,975.0	7,281.6	100.0

Source. Underemployed Workers, Australia, September 1990 (6250.0).

TABLE 3.27. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: SUMMARY OF CHARACTERISTICS AND PREFERRED NUMBER OF EXTRA HOURS, AUSTRALIA, MAY 1991

	Preferred number of extra hours				Total	Average preferred number of extra hours (hours)
	Less than 10	10 - 19	20 - 29	30 or more		
Males	25.0	38.2	32.4	27.6	123.2	19.4
Females	57.9	96.1	53.9	22.5	230.4	16.2
Age —			— '000 —			
15-19	25.8	17.0	15.4	10.7	68.9	15.9
20-24	8.5	20.8	14.8	9.5	53.6	18.8
25-34	16.1	35.4	19.5	12.2	83.3	17.7
35-44	19.0	36.5	21.9	8.1	85.4	16.8
45 and over	13.6	24.7	14.7	9.5	62.4	17.7
Family status —						
Member of a family	67.2	110.9	72.9	40.3	291.2	17.3
Husband or wife	33.8	70.3	41.0	17.3	162.4	17.0
With dependents present	24.8	49.5	26.3	10.3	111.0	16.4
Without dependents present	8.9	20.8	14.7	7.0	51.4	18.1
Sole parent	4.6	7.5	5.3	* 3.5	21.0	17.7
Other family head	* 1.0	* 2.9	* 1.1	* 0.8	5.8	17.3
Full-time student aged 15-24	19.0	4.6	* 1.8	* 1.4	26.8	9.1
Other child of married couple or family head	8.3	23.2	22.0	16.6	70.1	20.8
Other relative of married couple or family head	* 0.5	* 2.3	* 1.7	* 0.6	5.1	20.0
Not a member of a family	11.9	17.8	9.8	7.8	47.2	17.3
Living alone	5.0	8.4	* 3.5	* 3.5	20.5	17.5
Not living alone	6.9	9.4	6.3	4.3	26.7	17.1
Family status not determined	* 3.9	5.7	* 3.7	* 1.9	15.2	17.3
Birthplace and period of arrival —						
Born in Australia	68.4	103.6	65.1	39.1	276.2	17.0
Born outside Australia	14.5	30.8	21.2	10.9	77.5	18.1
Arrived before 1981	9.8	19.8	15.7	7.6	52.9	18.2
Arrived 1981 to survey date	4.8	10.9	5.5	* 3.3	24.6	17.5
Born in main English-speaking countries	6.8	14.1	9.2	5.2	35.4	18.1
Born in other countries	7.7	16.6	12.0	5.7	42.1	18.1
Usual number of hours worked —						
1-5	14.4	14.3	6.3	22.4	57.4	21.6
6-10	15.5	21.3	18.2	22.9	77.9	20.1
11-15	11.5	11.9	28.3	* 0.9	52.7	18.6
16-20	9.0	31.8	30.9	* 2.0	73.7	17.0
21-29	12.8	43.8	* 1.0	* 0.9	58.6	12.9
30 and over	19.7	11.3	* 1.6	* 0.9	33.5	9.5
Whether would move interstate —						
If offered a suitable job —						
Would move interstate	14.3	28.9	22.1	16.4	81.8	19.1
Would not move interstate	63.3	94.3	56.6	27.0	241.2	16.4
Might move interstate	5.3	11.2	7.7	6.6	30.7	19.5
Whether would move intrastate —						
If offered a suitable job —						
Would move intrastate	20.3	38.5	29.8	23.1	111.7	19.4
Would not move intrastate	56.1	78.7	45.2	21.7	201.8	16.0
Might move intrastate	6.5	17.2	11.3	5.2	40.1	17.9
Main difficulty in finding work —						
Considered too young or too old by employers	* 3.6	6.0	6.0	6.8	22.4	21.9
Unsuitable hours	* 3.7	5.8	* 1.7	* 0.6	11.8	14.0
Lacked necessary skills/education	* 3.0	4.9	4.6	* 3.8	16.2	19.9
Insufficient work experience	* 0.6	4.8	4.3	* 2.4	12.2	21.4
No vacancies in line of work	7.0	22.0	17.2	9.1	55.3	19.4
No vacancies at all	10.8	20.2	23.6	15.1	69.6	20.1
Other difficulties(a)	8.4	11.0	8.3	5.8	33.6	15.3
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
Whether registered with the C.E.S. —						
Registered with the C.E.S.	8.4	30.7	35.3	31.3	105.7	22.7
Not registered with the C.E.S.	28.7	44.0	30.4	12.4	115.5	16.7
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
Duration of current period of underemployment (weeks) —						
1 and under 4	9.3	8.8	5.5	4.7	28.4	16.3
4 and under 13	20.2	33.0	19.5	10.6	83.3	16.8
13 and under 52	32.5	47.9	36.1	22.2	138.8	17.8
52 and over	20.8	44.6	25.2	12.5	103.2	17.2
Total	82.9	134.4	86.3	50.0	353.7	17.3
Average duration of underemployment	39.4	48.1	53.7	43.2	46.8	..
Median duration of underemployment	19.4	24.3	21.9	21.4	21.1	..

(a) Includes 'no difficulties at all'.

TABLE 3.28. UNDEREMPLOYED PART-TIME WORKERS: SUMMARY OF CHARACTERISTICS, WHETHER HAD BEEN LOOKING FOR WORK WITH MORE HOURS AND WHETHER AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS, AUSTRALIA, MAY 1991

	Whether had been looking for work with more hours and whether available to start such work within four weeks					
	Looking or available				Not looking and not available	Total
	Looking and available	Looking but not available	Not looking but available	Total		
			— '000 —			
Males	89.0	* 2.0	32.3	123.2	11.0	134.3
Females	125.2	5.0	100.2	230.4	25.8	256.2
Age —						
15-19	42.2	* 1.1	25.7	68.9	6.1	75.0
20-24	36.9	* 1.4	15.3	53.6	* 3.3	56.9
25-34	53.4	* 1.7	28.2	83.3	7.9	91.1
35-44	48.7	* 1.9	34.8	85.4	10.0	95.4
45 and over	33.0	* 0.8	28.6	62.4	9.5	71.9
Family status —						
Member of a family	174.5	5.2	111.6	291.2	30.5	321.7
Husband or wife	95.6	* 2.7	64.1	162.4	19.0	181.4
With dependents present	65.2	* 1.7	44.0	111.0	11.5	122.5
Without dependents present	30.4	* 1.0	20.0	51.4	7.6	59.0
Sole parent	10.5	* 0.1	10.4	21.0	* 3.6	24.6
Other family head	* 3.5	* 0.1	* 2.2	5.8	* 0.8	6.5
Full-time student aged 15-24	11.2	* 0.7	15.0	26.8	4.9	31.7
Other child of married couple or family head	49.9	* 1.2	19.0	70.1	* 2.2	72.3
Other relative of married couple or family head	* 3.9	* 0.3	* 0.9	5.1	* 0.0	5.1
Not a member of a family	30.2	* 1.3	15.7	47.2	5.1	52.4
Living alone	12.2	* 0.7	7.5	20.5	* 1.6	22.1
Not living alone	18.0	* 0.6	8.2	26.7	* 3.5	30.2
Family status not determined	9.5	* 0.5	5.2	15.2	* 1.2	16.4
Birthplace and period of arrival —						
Born in Australia	168.7	5.4	102.1	276.2	27.0	303.2
Born outside Australia	45.5	* 1.6	30.4	77.5	9.7	87.2
Arrived before 1981	30.1	* 1.1	21.7	52.9	7.0	59.9
Arrived 1981 to survey date	15.4	* 0.5	8.7	24.6	* 2.7	27.3
Born in main English-speaking countries	21.0	* 0.5	13.9	35.4	* 2.8	38.2
Born in other countries	24.5	* 1.1	16.5	42.1	6.9	49.0
Preferred number of extra hours —						
Less than 10	35.8	* 1.3	45.9	82.9	13.5	96.4
10-19	70.9	* 3.9	59.6	134.4	15.5	149.9
20-29	64.7	* 1.0	20.6	86.3	4.8	91.1
30 or more	42.7	* 0.9	6.4	50.0	* 3.0	53.0
Whether would prefer to change employer to work more hours —						
Would prefer to change employer	87.6	* 2.8	32.7	123.1	7.6	130.8
Would prefer not to change employer	79.3	* 2.0	79.2	160.4	24.3	184.7
No preference	47.2	* 2.3	20.6	70.1	4.9	74.9
Whether would prefer to change occupation to work more hours —						
Would prefer to change occupation	115.2	* 3.8	55.9	174.9	12.8	187.7
Would prefer not to change occupation	66.4	* 2.9	59.5	128.8	21.7	150.5
No preference	32.5	* 0.3	17.1	49.9	* 2.3	52.2
Duration of current period of underemployment (weeks) —						
1 and under 4	19.5	* 0.5	8.4	28.4	* 2.9	31.3
4 and under 13	52.8	* 2.3	28.1	83.3	9.1	92.4
13 and under 52	88.3	* 1.8	48.7	138.8	10.5	149.3
52 and over	53.6	* 2.4	47.2	103.2	14.3	117.5
Total	214.2	7.0	132.5	353.7	36.8	390.4
Average duration of underemployment	41.6	43.4	— weeks — 55.3	46.8	57.6	47.8
Median duration of underemployment	19.5	16.9	25.4	21.1	25.2	21.4

Source Underemployed Workers, Australia, May 1991 (6265.0).

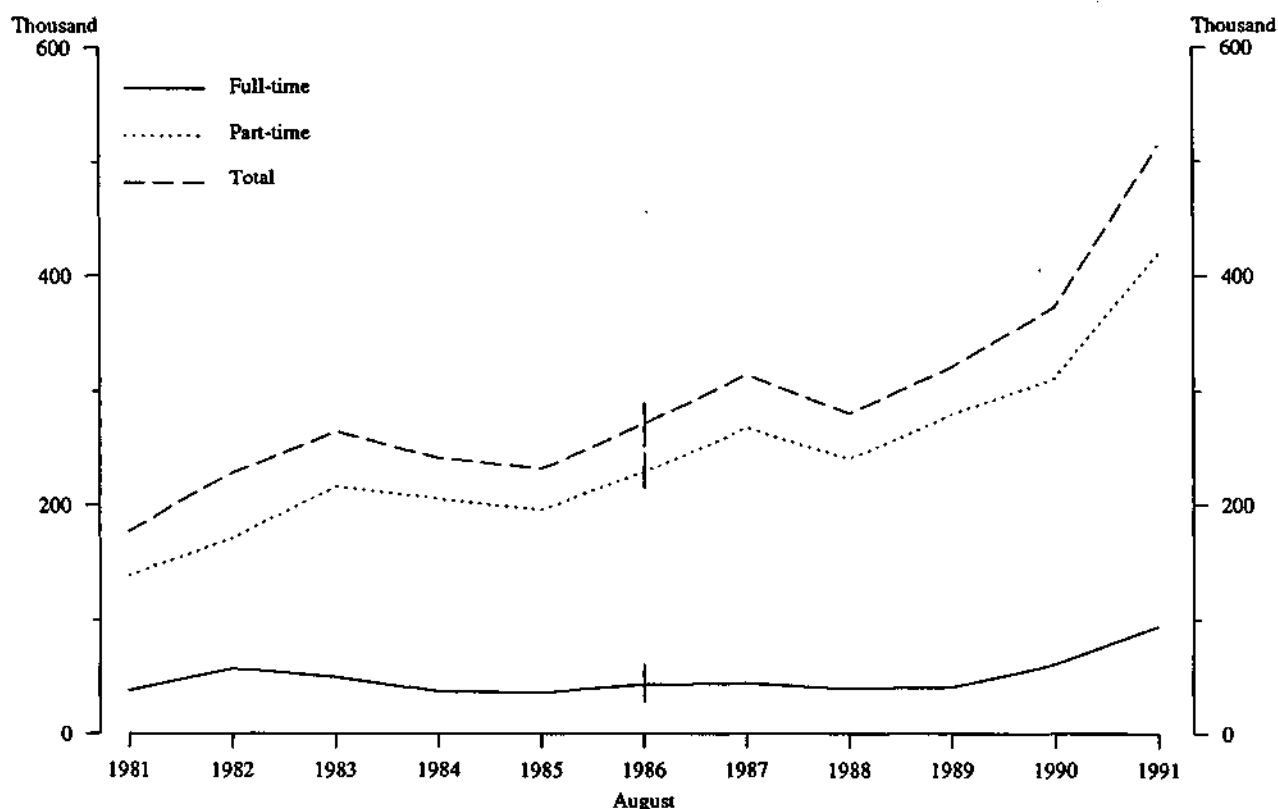
TABLE 3.29. UNDEREMPLOYMENT AND UNDEREMPLOYMENT RATES, AUSTRALIA, AUGUST 1981 TO AUGUST 1991

August	Males	Females	Persons	Underemployment rate		
				Males	Females	Persons
				— per cent —		
		— '000 —				
1981	76.0	101.2	177.3	1.8	4.1	2.6
1982	101.8	128.6	230.4	2.4	5.1	3.4
1983	114.0	151.8	265.9	2.6	5.9	3.8
1984	98.5	144.3	242.8	2.2	5.4	3.4
1985	87.9	145.3	233.2	2.0	5.2	3.2
1986(a)	106.9	165.6	272.5	2.3	5.6	3.6
1987	123.6	190.5	314.0	2.7	6.2	4.1
1988	105.9	175.5	281.5	2.3	5.5	3.6
1989	114.9	206.2	321.1	2.4	6.1	3.9
1990	146.7	226.2	372.9	3.0	6.5	4.4
1991	219.4	293.4	512.8	4.4	8.3	6.1

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia, 1966-1983* (6246.0); *The Labour Force, Australia* (6203.0).

CHART 3.17. UNDEREMPLOYMENT, FULL-TIME AND PART-TIME STATUS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia, 1966-1983* (6246.0); *The Labour Force, Australia* (6203.0).

TABLE 3.30. FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS : REASONS, AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(^{'000})

Reasons for working less than 35 hours	August										
	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991
MALES											
Leave, holiday or flextime	320.7	348.2	284.1	267.4	349.7	335.6	336.3	288.8	274.5	273.1	335.5
Own illness or injury	163.6	180.3	152.7	145.2	175.2	142.9	145.5	166.4	152.8	138.5	126.6
Bad weather, plant breakdown, etc.	26.3	7.2	11.6	28.2	27.4	51.9	21.6	13.4	29.1	62.8	23.1
Began or left job in the survey week	11.6	8.5	11.0	8.4	9.1	10.9	9.3	9.8	9.8	11.3	6.6
Stood down, on short time, insufficient work	31.8	44.8	39.8	29.1	28.2	32.8	33.2	29.6	31.7	45.7	74.7
Shift work, standard work arrangements	n.a.	n.a.	58.5	60.6	70.2	79.2	74.6	85.2	75.4	70.7	72.4
Other reasons	36.8	36.3	18.3	19.2	20.9	18.8	22.9	23.0	28.2	21.0	18.4
Total	590.8	625.3	576.1	558.2	680.7	672.2	643.4	616.3	601.6	623.1	657.3
FEMALES											
Leave, holiday or flextime	154.4	153.5	134.2	127.8	165.3	181.9	183.9	154.2	136.3	158.3	194.9
Own illness or injury	80.8	97.6	85.6	81.9	106.9	88.7	93.4	98.3	106.5	82.1	86.4
Bad weather, plant breakdown, etc.	*	*	*	*2.9	*1.7	10.0	*1.6	*2.3	*3.4	7.6	*2.0
Began or left job in the survey week	6.0	6.4	3.6	4.8	4.3	6.4	4.1	6.3	6.6	4.0	4.4
Stood down, on short time, insufficient work	6.5	13.2	10.2	8.4	8.3	10.6	11.5	10.3	9.3	15.5	19.2
Shift work, standard work arrangements	n.a.	n.a.	17.0	23.9	23.3	27.9	24.3	40.8	35.5	31.5	36.2
Other reasons	10.4	12.0	4.2	5.0	4.9	7.2	8.1	8.0	9.0	8.0	9.9
Total	259.9	283.3	255.6	254.8	314.8	332.6	327.0	320.1	306.6	307.1	353.1
PERSONS											
Leave, holiday or flextime	475.2	501.8	418.3	395.2	514.9	517.5	520.2	443.1	410.8	431.4	530.5
Own illness or injury	244.4	277.9	238.3	227.2	282.2	231.6	239.0	264.7	259.3	220.6	212.9
Bad weather, plant breakdown, etc.	28.2	7.9	12.5	31.1	29.1	61.9	23.2	15.7	32.5	70.4	25.2
Began or left job in the survey week	17.5	14.9	14.6	13.3	13.4	17.3	13.5	16.1	16.4	15.3	11.0
Stood down, on short time, insufficient work	38.3	57.9	50.0	37.5	36.5	43.4	44.7	39.9	41.0	61.3	93.9
Shift work, standard work arrangements	n.a.	n.a.	75.5	84.5	93.5	107.1	98.8	126.0	110.8	102.2	108.7
Other reasons	47.2	48.2	22.5	24.2	25.9	26.0	31.1	31.0	37.2	29.0	28.3
Total	850.7	908.7	831.8	813.0	995.5	1,004.8	970.4	936.4	908.1	930.2	1,010.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

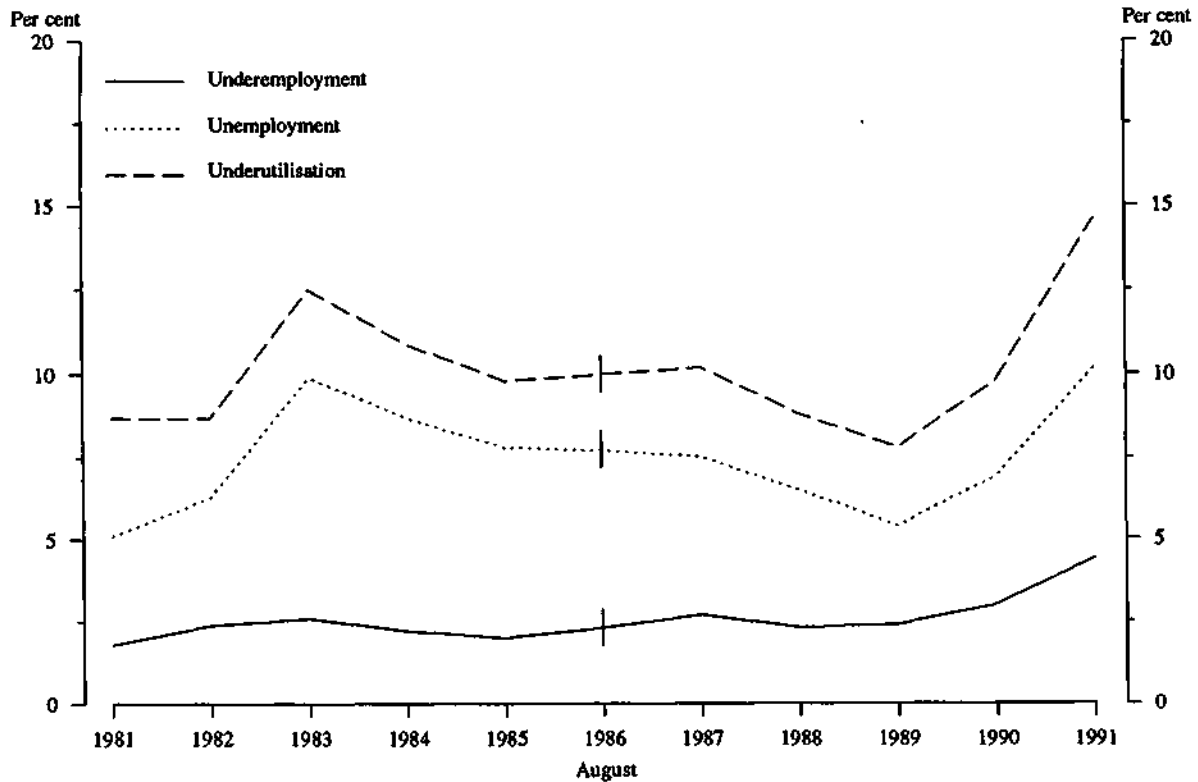
Source: *The Labour Force, Australia* (6203.0).

TABLE 3.31. PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS, BY AGE, AUSTRALIA, AUGUST 1991
(^{'000})

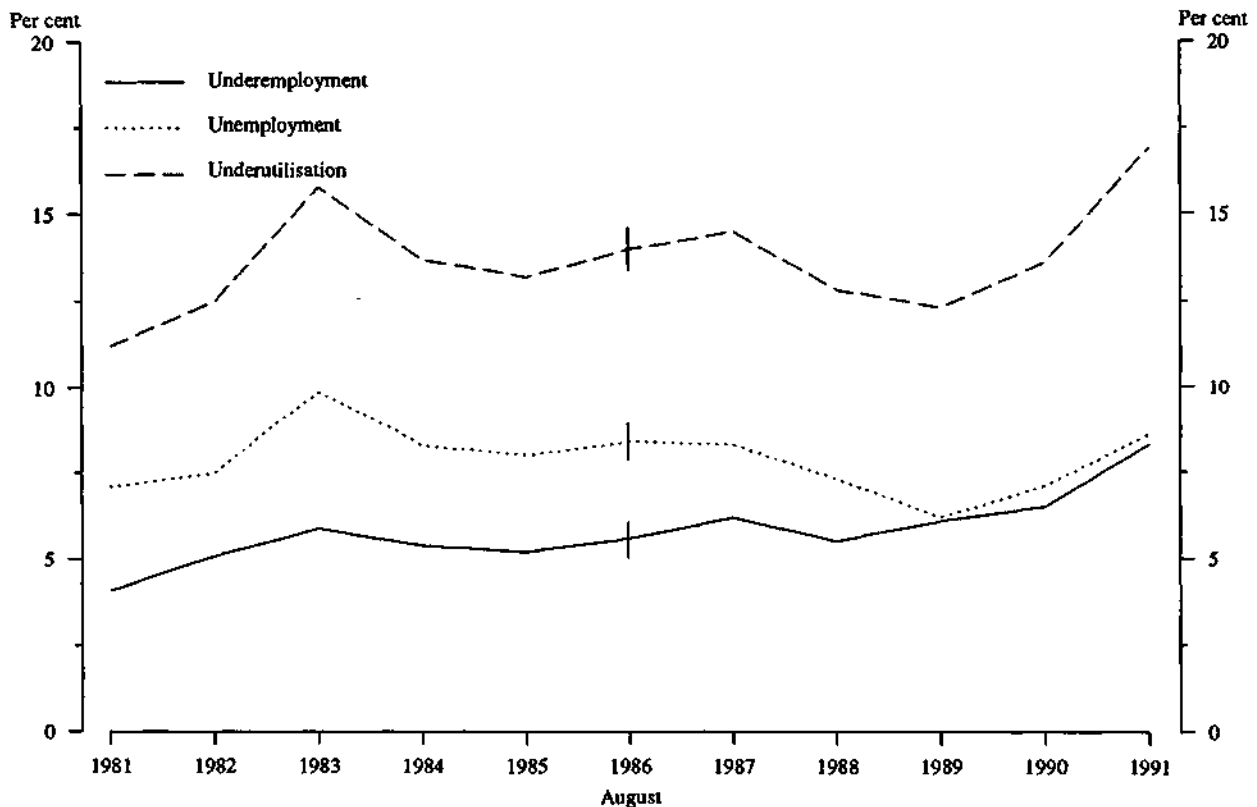
	Age group						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
MALES							
Total	121.2	62.6	61.5	42.9	38.8	81.3	408.3
Preferred not to work more hours	89.4	34.2	26.7	23.1	23.2	67.0	263.6
Preferred to work more hours	31.8	28.4	34.8	19.8	15.6	14.3	144.7
Had actively looked for full-time work in the four weeks to the end of the reference week	13.8	15.2	20.2	10.5	7.3	5.9	73.0
ALL FEMALES							
Total	166.9	110.3	314.0	393.6	235.2	97.8	1,317.9
Preferred not to work more hours	122.8	70.1	249.6	318.6	193.9	88.7	1,043.7
Preferred to work more hours	44.1	40.1	64.4	75.1	41.3	9.2	274.2
Had actively looked for full-time work in the four weeks to the end of the reference week	12.6	20.7	18.5	18.9	10.7	* 1.1	82.6
PERSONS							
Total	288.1	172.9	375.5	436.6	274.0	179.1	1,726.2
Preferred not to work more hours	212.2	104.3	276.2	341.7	217.2	155.7	1,307.3
Preferred to work more hours	75.9	68.5	99.2	94.9	56.9	23.5	418.9
Had actively looked for full-time work in the four weeks to the end of the reference week	26.5	35.9	38.7	29.5	18.1	7.0	155.6

Source: *The Labour Force, Australia* (6203.0).

**CHART 3.18. UNDERUTILISATION (a), UNDEREMPLOYMENT AND
UNEMPLOYMENT RATES, AUSTRALIA
MALES**



FEMALES



(a) Underutilisation consists of the unemployed plus the underemployed.

Note: Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

Superannuation, Australia, November 1991

In November 1991, 5,334,500 persons who were employed and 145,700 persons who were not employed were covered by superannuation, that is, belonged to a superannuation scheme to which contributions were being made.

Some 78 per cent of employees were covered by superannuation. In comparison, 52 per cent of employers and 37 per cent of self-employed persons were covered.

The proportion of employed persons covered by superannuation increased over the three year period from November 1988 to November 1991, from 51 per cent of employed persons in 1988 to 71 per cent in 1991.

In November 1988, less than 19 per cent of part-time workers were covered by superannuation, compared with 58 per cent of full-time workers. By November 1991, the proportion of part-time workers covered had more than doubled to 44 per cent while the proportion of full-time workers covered had risen to 79 per cent.

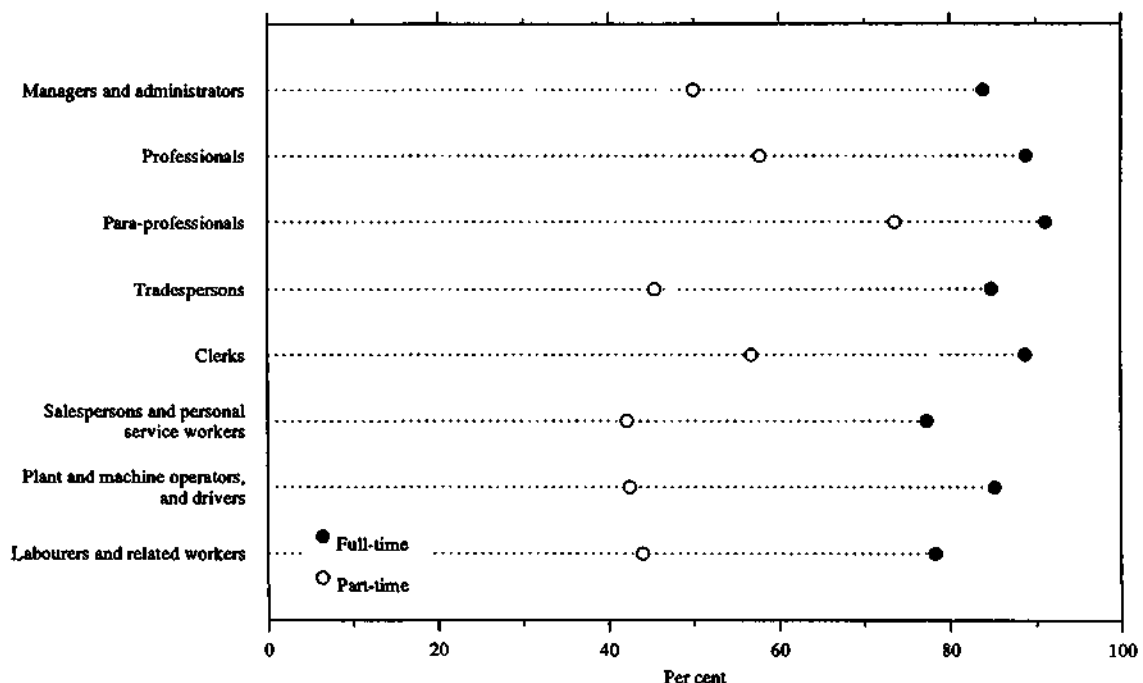
Seventy-six per cent of employed persons aged 25 to 54 were covered by superannuation compared to 46 per cent of those aged 15 to 19 and 17 per cent of those aged 65 to 74.

The occupation group Para-professionals had the highest level of coverage (86%), followed by Professionals (79%). The occupation groups with the lowest levels of superannuation coverage were Salespersons and personal service workers (59%) and Managers and administrators with (62%).

An estimated 91 per cent of employees who belonged to a trade union were covered by superannuation. In contrast, some 69 per cent of employees who did not belong to a union were covered. Approximately 79 per cent of employees were covered by a superannuation scheme provided by their current employer. Some 89 per cent of public sector employees were covered by superannuation compared with 73 per cent of private sector employees.

Superannuation was expected to be the main source of income after retirement for 33 per cent of the 1,260,400 employees aged 45 to 74 covered by superannuation. A further 23 per cent expected a government pension to be their main source of income.

CHART 3.19. EMPLOYEES AGED 15 TO 74:
PERCENTAGE COVERED BY SUPERANNUATION, OCCUPATION AND
FULL-TIME/PART-TIME STATUS, AUSTRALIA, NOVEMBER 1991



Source: Superannuation, Australia, November 1991 (6319.0).

TABLE 3.32. EMPLOYED PERSONS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND WHETHER COVERED BY A SUPERANNUATION SCHEME, AUSTRALIA, NOVEMBER 1988 AND NOVEMBER 1991
(*000)

	Covered		Not covered		Total	
	November 1988	November 1991	November 1988	November 1991	November 1988	November 1991
Sex —						
Males	2,673.3	3,290.7	1,692.1	1,079.1	4,365.4	4,369.7
Females	1,072.8	2,043.8	1,865.4	1,074.3	2,938.2	3,118.1
Age group —						
15-19	98.7	188.2	413.1	217.9	511.8	406.1
20-24	371.8	635.0	603.6	317.5	975.5	952.5
25-34	1,088.8	1,531.4	928.1	504.2	2,016.9	2,035.6
35-44	1,140.4	1,526.1	796.6	504.5	1,937.0	2,030.6
45-54	728.0	1,054.9	468.2	325.9	1,196.2	1,380.9
55-64	305.6	383.3	282.3	208.4	587.9	591.7
65-74	12.8	15.6	65.6	75.0	78.4	90.6
Family status —						
Member of a family(a)	3,123.9	4,421.1	2,886.1	1,784.1	6,009.0	6,205.11
Husband or wife	2,604.2	3,532.5	2,022.0	1,276.7	4,626.2	4,809.1
With dependents present	1,624.8	2,175.8	1,236.8	755.8	2,861.6	2,931.5
Without dependents present	979.4	1,356.7	785.2	520.9	1,764.6	1,877.6
Sole parent	121.1	127.0	132.7	53.0	253.8	180.0
Other family head	76.6	76.6	25.2	25.2	101.8	101.8
Other child of married couple or family head	393.3	619.8	682.3	314.9	1,075.7	934.7
Other relative of married couple or family head	45.5	45.5	29.6	29.6	75.1	75.1
Not a member of a family	474.1	745.0	480.4	277.2	954.5	1,022.2
Living alone	250.7	352.3	181.9	113.8	432.6	466.0
Not living alone	223.4	392.8	298.5	163.4	521.9	556.1
Family status not determined	148.2	168.4	191.0	92.2	339.2	260.6
Status of worker —						
Employers	166.4	181.6	219.2	167.4	385.7	349.0
Self-employed/unpaid family helpers	223.1	317.7	528.0	531.3	751.1	848.9
Employees	3,356.6	4,826.7	2,797.5	1,393.6	6,154.0	6,220.2
Payment in kind	*0.0	8.6	12.8	61.2	12.8	69.7
Industry —						
Agriculture, forestry, fishing and hunting	147.2	186.7	279.6	234.4	426.8	421.1
Mining	82.9	72.7	12.3	6.7	95.3	79.3
Manufacturing	736.1	918.4	495.9	206.1	1,232.0	1,124.5
Electricity, gas and water	94.2	91.4	14.1	5.9	108.3	97.4
Construction	282.2	330.6	271.0	208.0	553.2	538.5
Wholesale and retail trade	520.7	935.8	874.4	528.3	1,395.1	1,464.1
Transport and storage	233.1	300.9	147.5	92.8	380.7	393.8
Communication	117.7	125.8	18.2	8.0	135.9	133.8
Finance, property and business services	396.8	612.4	389.3	245.8	786.1	858.2
Public administration and defence	261.5	315.0	70.3	30.4	331.8	345.4
Community services	735.0	1,141.2	598.7	280.2	1,333.6	1,421.4
Recreation, personal and other services	138.7	303.6	386.2	306.8	525.0	610.4
Occupation —						
Managers and administrators	447.0	536.0	365.0	325.6	811.9	861.6
Professionals	618.1	778.5	278.0	201.6	896.0	980.1
Para-professionals	282.5	401.3	167.5	66.1	450.0	467.4
Tradespersons	648.8	880.4	543.3	293.9	1,192.1	1,174.3
Clerks	615.9	985.5	642.8	304.3	1,258.7	1,289.8
Salespersons and other personal service workers	298.2	626.9	657.9	435.4	956.1	1,062.3
Plant and machine operators, and drivers	338.8	413.8	242.6	135.1	581.4	548.9
Labourers and related workers	496.9	712.1	660.5	391.4	1,157.4	1,103.5
Total	3,746.1	5,334.5	3,557.5	2,153.4	7,303.6	7,487.9

(a) Includes full-time students aged 15 to 24.

Source: Superannuation, Australia, November 1991 (6319.0).

CHAPTER 4

UNEMPLOYMENT

The unemployment statistics presented in this chapter have been derived from ABS sources, primarily the ABS Monthly Labour Force Survey and associated supplementary surveys. Some summary statistics on job vacancies, which are an indicator of the demand for labour, are also included in this chapter.

For a full definition of unemployed as it relates to the labour force survey, see the Glossary of this publication. Broadly speaking, a person is considered to be unemployed if he or she satisfies three criteria—not employed, available for work, and taking active steps to find work. The employed and the unemployed together make up the labour force.

Measures of unemployment provide an indicator of the unused capacity in the labour force. The two most important measures are the number of unemployed persons and the unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force in the same group. Characteristics of the unemployed presented in this chapter include their demographic composition, duration of unemployment, educational qualifications and difficulties experienced in finding work. The unemployment characteristics of families, i.e. unemployment rates of different family members and number of families with some unemployment are also shown.

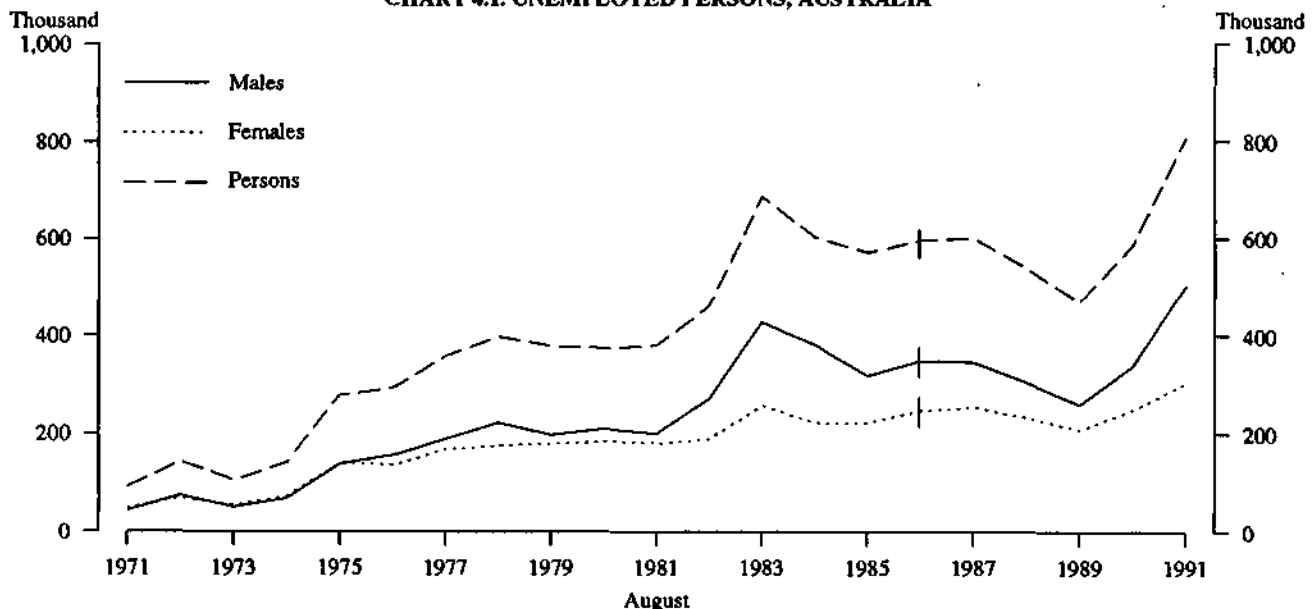
Unemployment

There were 806,000 unemployed persons in Australia in August 1991, of whom 502,600 were males and 303,400 were females. About 85 per cent of unemployed persons were looking for full-time employment. From August 1981 to August 1983, the estimated number of unemployed persons increased by 306,200. Between August 1983 and August 1990, the estimated number of unemployed persons fell by 99,400, but then rose by 218,600 in the twelve months to August 1991.

The unemployment rate for persons has risen by 3.9 percentage points from 5.6 per cent in August 1981 to 9.5 per cent in August 1991. In August 1991 the unemployment rate for males aged 15 to 19 years was 22 per cent, while for females aged 15 to 19 years the unemployment rate was 20 per cent.

The average duration of unemployment rose from 35 weeks in August 1981 to 49.5 weeks in August 1985, peaked at 51.3 weeks in August 1988 and has fallen to 43 weeks in August 1991. The median duration of unemployment in August 1991 was 25 weeks, compared with 15 weeks in 1990.

CHART 4.1. UNEMPLOYED PERSONS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

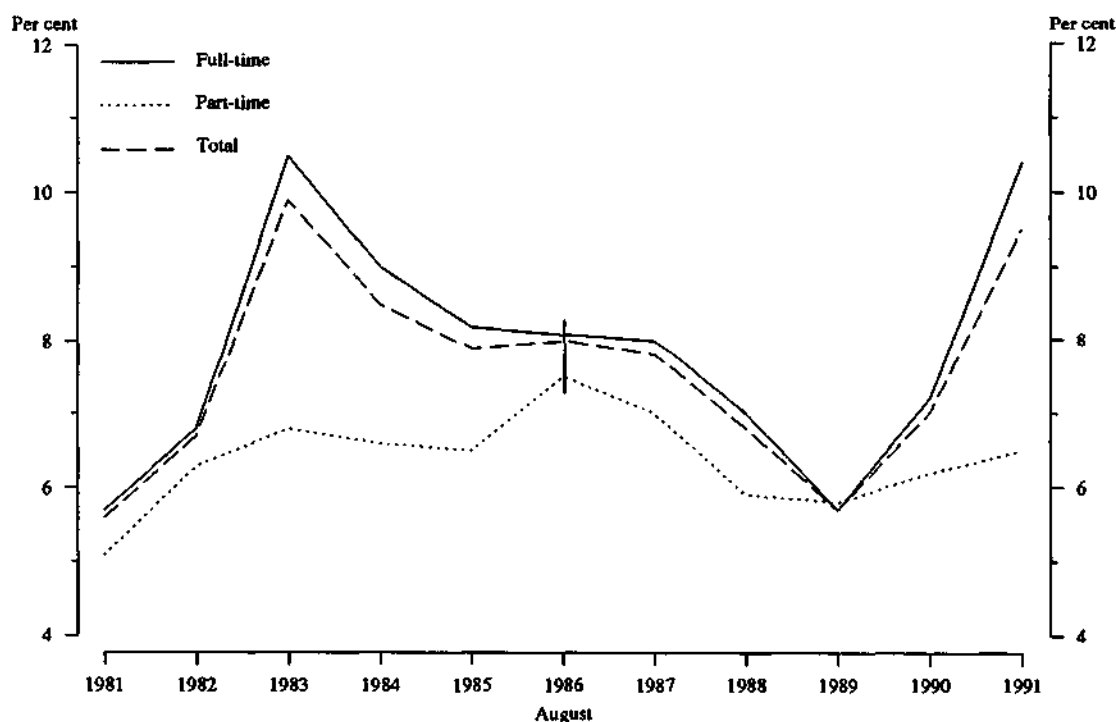
TABLE 4.1. UNEMPLOYED PERSONS : WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1981 TO AUGUST 1991

August	Males			Females			Persons		
	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total
NUMBER ('000)									
1981	187.8	12.7	200.4	135.9	44.2	180.1	323.7	56.9	380.6
1982	250.4	21.3	271.7	137.2	52.5	189.7	387.6	73.8	461.4
1983	409.5	20.2	429.7	197.9	59.3	257.1	607.4	79.5	686.8
1984	358.6	22.6	381.2	165.0	57.9	222.8	523.5	80.5	604.0
1985	325.4	23.7	349.1	162.7	60.9	223.6	488.0	84.7	572.7
1986(a)	320.9	28.3	349.3	170.9	77.5	248.4	491.8	105.8	597.6
1987	317.2	29.8	347.1	177.8	77.1	255.0	495.1	107.0	602.0
1988	279.9	25.8	305.7	165.5	67.4	233.0	445.4	93.3	538.7
1989	230.7	30.0	260.7	139.4	69.3	208.7	370.1	99.3	469.4
1990	305.1	32.8	338.0	173.2	76.3	249.5	478.3	109.1	587.4
1991	465.4	37.2	502.6	221.6	81.8	303.4	687.0	119.1	806.0
UNEMPLOYMENT RATE (per cent)									
1981	4.7	5.4	4.7	8.3	5.0	7.2	5.7	5.1	5.6
1982	6.2	8.1	6.3	8.4	5.8	7.5	6.8	6.3	6.7
1983	10.1	7.7	9.9	11.7	6.5	9.9	10.5	6.8	9.9
1984	8.7	8.4	8.7	9.6	6.0	8.3	9.0	6.6	8.5
1985	7.8	8.5	7.8	9.2	6.0	8.0	8.2	6.5	7.9
1986(a)	7.6	9.2	7.7	9.2	7.0	8.4	8.1	7.5	8.0
1987	7.4	8.6	7.5	9.4	6.5	8.3	8.0	7.0	7.8
1988	6.4	7.8	6.5	8.4	5.4	7.3	7.0	5.9	6.8
1989	5.2	7.8	5.4	6.9	5.2	6.2	5.7	5.8	5.7
1990	6.7	8.2	6.9	8.2	5.5	7.1	7.2	6.2	7.0
1991	10.3	8.4	10.2	10.4	5.8	8.6	10.4	6.5	9.5

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.2 UNEMPLOYED PERSONS: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, UNEMPLOYMENT RATES, AUSTRALIA



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.
Source: *The Labour Force, Australia* (6203.0).

TABLE 4.2. UNEMPLOYED PERSONS : UNEMPLOYMENT RATES, BY AGE, AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(per cent)

	Age group						
August	15-19	20-24	25-34	35-44	45-54	55 and over	Total
MALES							
1981	11.2	8.3	4.1	2.4	2.8	3.5	4.7
1982	16.3	11.2	5.5	3.6	3.6	3.3	6.3
1983	23.0	17.3	9.1	6.0	5.9	6.5	9.9
1984	22.1	14.2	7.6	5.0	5.7	5.8	8.7
1985	19.3	12.4	7.2	4.4	4.8	6.7	7.8
1986(a)	18.7	12.3	6.8	4.6	5.5	5.5	7.7
1987	18.0	12.6	7.0	4.8	4.2	5.5	7.5
1988	15.1	10.8	5.6	3.8	4.5	6.3	6.5
1989	12.9	8.0	5.1	3.5	3.0	5.0	5.4
1990	16.6	12.1	7.0	3.8	3.2	5.7	6.9
1991	21.8	16.3	9.9	7.4	6.0	8.9	10.2
FEMALES							
1981	17.0	8.7	6.3	4.4	3.1	2.2	7.2
1982	17.0	8.8	6.9	4.8	3.6	2.7	7.5
1983	22.2	11.5	9.5	6.8	4.8	2.5	9.9
1984	19.7	10.3	7.1	5.6	4.6	2.6	8.3
1985	17.1	10.4	7.5	5.3	4.4	2.7	8.0
1986(a)	19.5	9.9	7.6	6.0	4.5	3.1	8.4
1987	19.4	10.5	7.5	6.1	4.5	2.2	8.3
1988	15.9	10.9	6.6	4.8	3.9	2.7	7.3
1989	14.6	7.9	5.8	3.9	4.1	2.4	6.2
1990	16.5	9.6	7.1	4.7	4.0	2.8	7.1
1991	20.2	12.9	7.8	5.5	5.7	3.9	8.6
PERSONS							
1981	13.9	8.5	4.9	3.1	2.9	3.2	5.6
1982	16.6	10.2	6.0	4.0	3.6	3.1	6.7
1983	22.6	14.7	9.2	6.3	5.5	5.5	9.9
1984	20.9	12.5	7.4	5.3	5.3	5.0	8.5
1985	18.2	11.5	7.3	4.7	4.7	5.7	7.9
1986(a)	19.1	11.2	7.1	5.2	5.1	4.9	8.0
1987	18.7	11.6	7.2	5.3	4.3	4.6	7.8
1988	15.5	10.9	6.0	4.2	4.2	5.3	6.8
1989	13.7	8.0	5.4	3.6	3.4	4.4	5.7
1990	16.5	11.0	7.1	4.2	3.5	4.9	7.0
1991	21.0	14.7	9.0	6.6	5.9	7.5	9.5

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

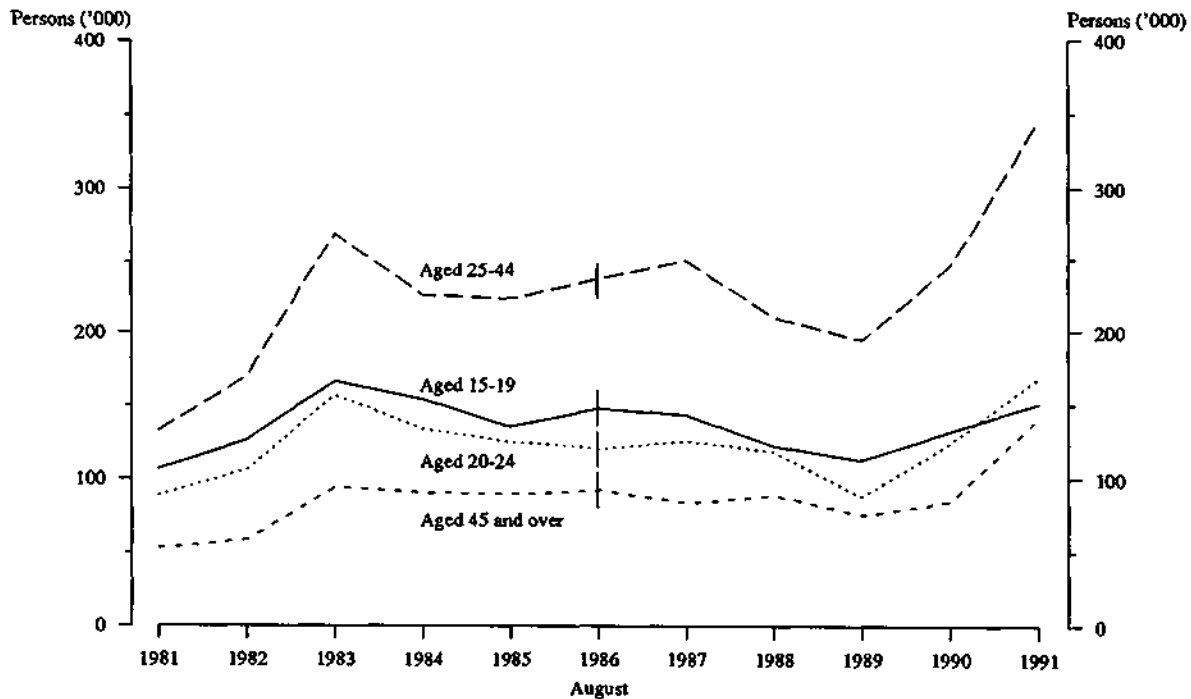
Source: *The Labour Force, Australia* (6203.0).

TABLE 4.3. UNEMPLOYED PERSONS: BIRTHPLACE BY AGE, AUSTRALIA, AUGUST 1991

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
BORN IN AUSTRALIA						
Total	334.7	215.2	549.9	9.2	8.1	8.7
Looking for full-time work	308.2	157.2	465.3	9.4	10.0	9.6
Looking for part-time work	26.5	58.0	84.6	7.8	5.3	5.9
Aged 15-19	69.2	61.7	130.9	20.7	19.5	20.1
Aged 20 and over	265.5	153.4	419.0	8.1	6.5	7.4
20-24	82.1	56.4	138.5	15.5	12.5	14.1
25-34	89.5	46.5	136.0	9.0	6.7	8.0
35-44	47.5	31.0	78.6	5.5	4.7	5.2
45-54	23.3	16.4	39.7	4.3	4.2	4.2
55 and over	23.1	* 3.1	26.3	6.6	* 2.0	5.2
Aged 15-64	334.0	215.2	549.1	9.4	8.1	8.8
BORN OUTSIDE AUSTRALIA						
Total	167.9	88.2	256.2	12.7	10.3	11.7
Looking for full-time work	157.2	64.4	221.6	12.9	11.6	12.5
Looking for part-time work	10.7	23.8	34.5	10.2	7.9	8.5
Aged 15-19	11.3	8.5	19.8	31.7	27.8	29.9
Aged 20 and over	156.6	79.7	236.3	12.1	9.7	11.2
20-24	18.1	11.8	29.9	21.9	15.1	18.6
25-34	41.7	25.0	66.6	12.6	11.3	12.1
35-44	43.7	21.3	65.0	11.6	7.6	9.9
45-54	29.3	16.5	45.8	9.0	8.8	8.9
55 and over	23.7	5.2	28.9	13.5	9.0	12.4
Aged 15-64	167.5	88.2	255.7	12.8	10.4	11.9
TOTAL						
Total	502.6	303.4	806.0	10.2	8.6	9.5
Looking for full-time work	465.4	221.6	687.0	10.3	10.4	10.4
Looking for part-time work	37.2	81.8	119.1	8.4	5.8	6.5
Aged 15-19	80.5	70.3	150.8	21.8	20.2	21.0
Aged 20 and over	422.1	233.2	655.3	9.2	7.3	8.4
20-24	100.2	68.2	168.4	16.3	12.9	14.7
25-34	131.1	71.5	202.6	9.9	7.8	9.0
35-44	91.3	52.3	143.6	7.4	5.5	6.6
45-54	52.6	32.8	85.5	6.0	5.7	5.9
55 and over	46.9	8.3	55.2	8.9	3.9	7.5
Aged 15-64	501.5	303.4	804.9	10.3	8.7	9.6

Source: The Labour Force, Australia (6203.0).

CHART 4.4. UNEMPLOYED PERSONS BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 4.4. UNEMPLOYED PERSONS : DURATION OF UNEMPLOYMENT, AUSTRALIA, AUGUST 1981 TO AUGUST 1991

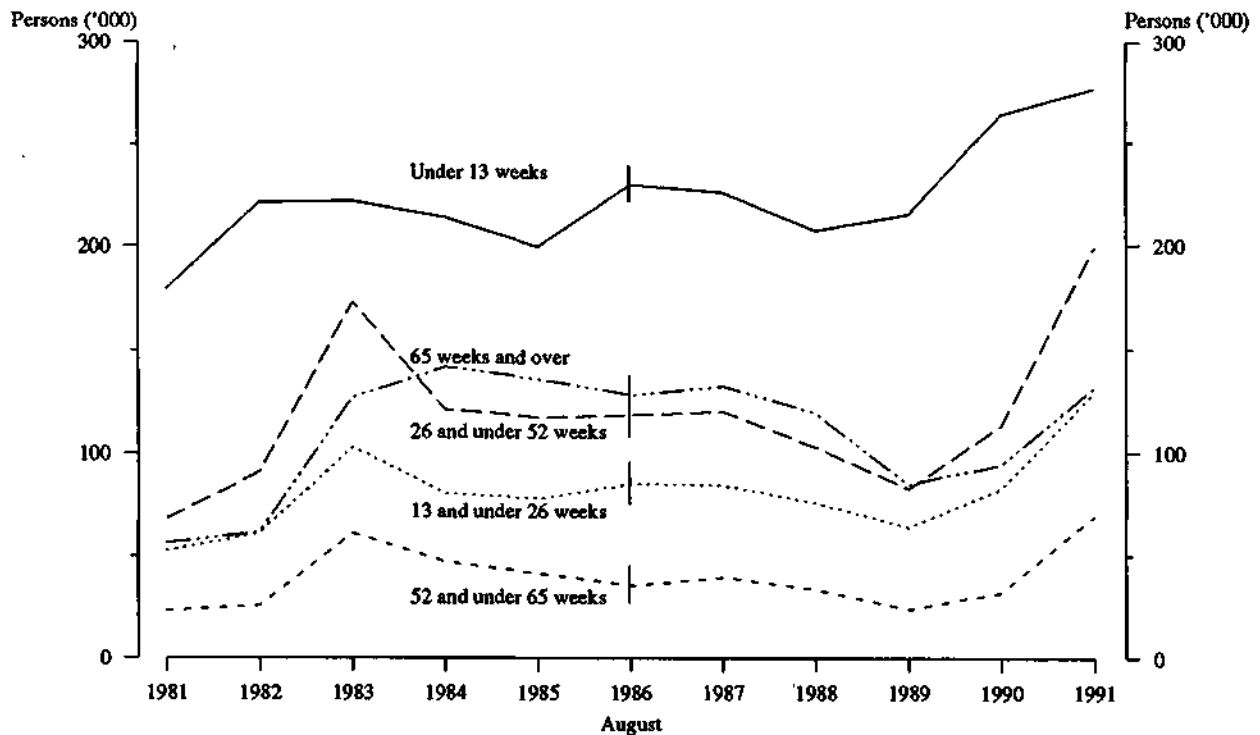
Duration of unemployment (weeks)	August										
	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991
	—'000—										
Under 2	33.9	38.7	32.4	34.2	38.8	47.3	41.7	41.3	47.3	40.3	39.7
2 and under 4	41.5	58.2	49.7	56.8	55.6	56.7	59.6	54.9	54.8	68.2	66.8
4 and under 8	58.4	72.4	73.9	64.0	57.6	67.3	67.9	60.6	68.8	88.0	87.5
8 and under 13	45.9	52.3	65.9	58.8	47.6	58.4	56.4	50.6	44.6	67.5	82.5
13 and under 26	52.8	61.2	103.1	80.5	78.2	85.3	84.2	75.7	63.8	82.9	129.4
26 and under 39	53.2	73.3	123.5	94.9	87.9	91.3	94.6	78.3	62.5	89.3	144.7
39 and under 52	15.0	17.8	49.6	26.2	29.7	27.6	25.5	24.4	19.9	24.3	54.4
52 and under 65	23.4	25.7	61.3	46.9	41.3	35.7	39.6	33.6	23.7	32.3	69.1
65 and under 104	15.8	18.6	43.3	49.2	30.7	32.1	36.7	29.7	19.4	24.6	49.7
104 and over	40.8	43.4	84.2	92.4	105.1	96.1	95.7	89.6	65.1	70.2	82.2
Total	380.6	461.4	686.8	604.0	572.7	597.6	602.0	538.7	469.4	587.4	806.0
	—weeks—										
Average duration	34.9	32.6	41.4	45.5	49.5	48.6	48.3	51.3	44.5	43.7	43.0
Median duration	13	13	26	26	26	21	23	22	15	15	25

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Note: Estimates for average and median durations of unemployment refer to current period of unemployment, not completed periods. See the Glossary for further information.

Source: *The Labour Force, Australia* (6203.0).

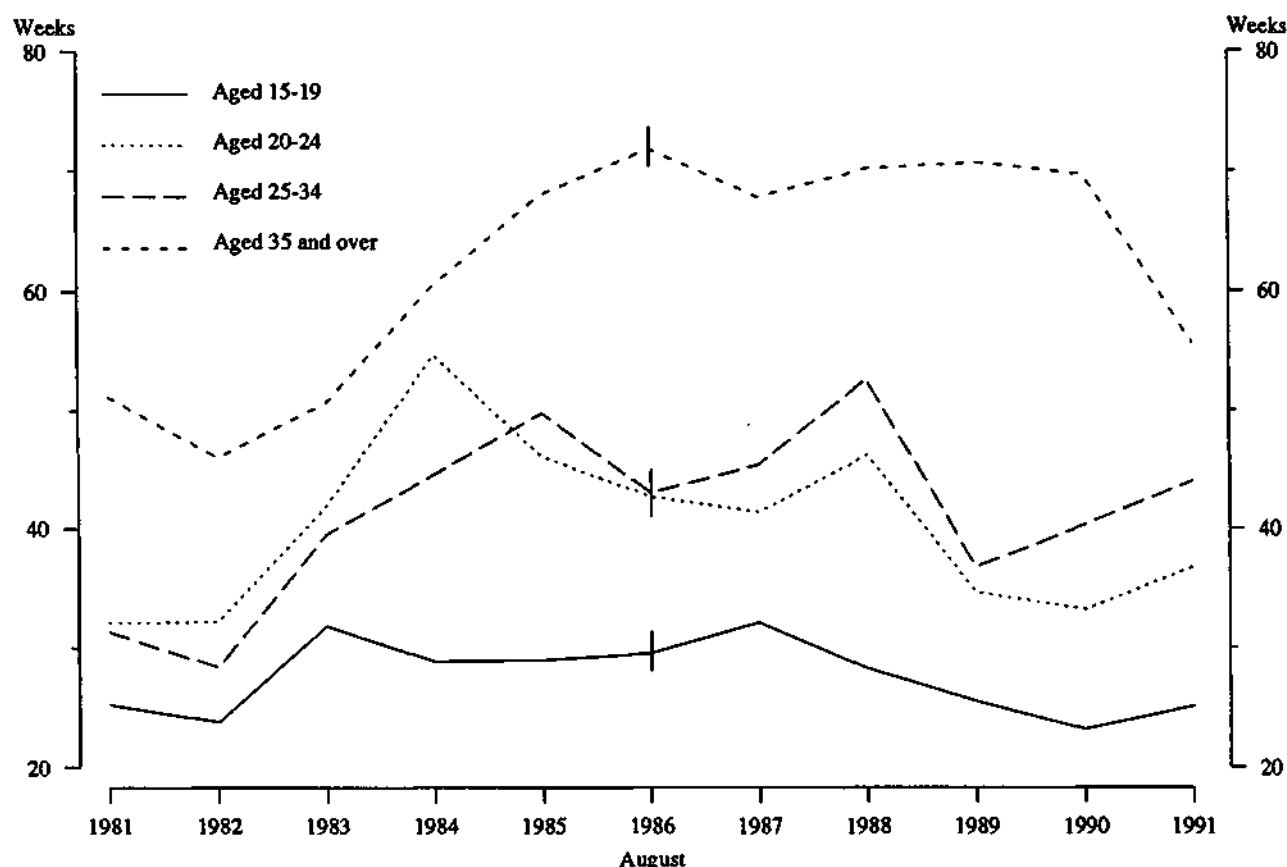
CHART 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.6 UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT AND AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for more information.
 Note: Estimates for average duration of unemployment refer to current periods of unemployment, not completed periods. See the glossary for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AGE, MARITAL STATUS AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1991

Duration of unemployment (weeks)	Age group				Total(a)	Married	Not married	Looking for—	
	15-19	20-24	25-34	35-54				Full-time work	Part-time work
					—'000—				
Under 2	9.2	8.5	8.4	11.3	39.7	17.5	22.2	24.0	15.7
2 and under 4	16.4	11.8	16.1	18.2	66.8	28.5	38.4	47.5	19.4
4 and under 8	18.0	20.0	22.5	22.3	87.5	35.0	52.5	70.3	17.2
8 and under 13	16.7	19.0	20.0	23.2	82.5	35.7	46.8	73.8	8.7
13 and under 26	23.3	28.0	33.3	39.0	129.4	53.8	75.6	117.3	12.0
26 and under 39	36.3	33.5	34.2	34.5	144.7	53.4	91.3	124.3	20.4
39 and under 52	11.7	9.2	15.2	14.4	54.4	23.1	31.3	48.8	5.6
52 and under 65	9.5	14.2	19.3	22.8	69.1	32.3	36.8	60.3	8.8
65 and under 104	5.4	10.2	13.9	14.1	49.7	20.9	28.8	46.0	3.7
104 and over	4.3	14.0	19.8	29.1	82.2	41.8	40.4	74.7	7.5
Total	150.8	168.4	202.6	229.1	806.0	341.9	464.2	687.0	119.1
					—weeks—				
Average duration	25.1	36.8	44.0	49.0	43.0	46.8	40.3	45.6	28.5
Median duration	20	23	26	26	25	26	24	26	10

(a) Includes persons aged 55 and over, details for whom are not shown separately.

Source: *The Labour Force, Australia* (6203.0).

TABLE 4.6. UNEMPLOYED PERSONS: REASON FOR UNEMPLOYMENT, AUSTRALIA

Month	Reason for unemployment						Per cent of unemployed				
	Job loser	Job leaver	Stood down	Looking for first job	Former workers	Total	Job loser	Job leaver	Stood down	Looking for first job	Former workers
	—'000—						—per cent—				
1989—											
August	149.9	104.8	11.1	79.5	124.1	469.4	31.9	22.3	2.4	16.9	26.4
1990—											
August	219.0	127.8	14.3	91.5	134.8	587.4	37.3	21.8	2.4	15.6	22.9
September	235.4	128.4	21.7	93.3	148.9	627.7	37.5	20.5	3.5	14.9	23.7
October	242.0	114.9	20.3	94.4	135.4	607.0	39.9	18.9	3.3	15.6	22.3
November	247.5	125.5	16.9	101.3	138.4	629.5	39.3	19.9	2.7	16.1	22.0
December	263.1	125.6	15.9	162.0	138.0	704.6	37.3	17.8	2.3	23.0	19.6
1991—											
January	307.4	137.1	22.5	158.0	142.6	767.7	40.0	17.9	2.9	20.6	18.6
February	325.2	150.4	21.3	141.6	173.6	812.2	40.0	18.5	2.6	17.4	21.4
March	330.9	149.9	22.0	137.5	184.4	824.6	40.1	18.2	2.7	16.7	22.4
April	359.7	158.4	34.4	136.1	167.8	856.3	42.0	18.5	4.0	15.9	19.6
May	352.1	148.6	18.3	126.2	166.9	812.2	43.4	18.3	2.3	15.5	20.5
June	337.7	135.9	24.1	109.0	157.5	764.1	44.2	17.8	3.2	14.3	20.6
July	363.8	136.7	18.2	120.8	162.2	801.7	45.4	17.1	2.3	15.1	20.2
August	381.8	131.4	21.2	110.6	161.0	806.0	47.4	16.3	2.6	13.7	20.0

Source: The Labour Force, Australia (6203.0).

TABLE 4.7. UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, AUSTRALIA AUGUST 1991

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
Had worked full time for two weeks or more in the last two years	363.7	149.5	513.2	7.6	4.4	6.3
Industry division or subdivision —						
Agriculture, forestry, fishing & hunting	20.7	8.2	28.9	6.7	6.5	6.6
Agriculture & services to agriculture	17.6	8.2	25.7	6.2	6.6	6.3
Forestry & logging, fishing & hunting	* 3.2	* 0.0	* 3.2	* 12.6	* 0.0	* 11.3
Mining	6.0	* 0.3	6.2	6.4	* 3.5	6.1
Manufacturing	100.7	28.7	129.4	11.2	8.5	10.5
Food, beverages and tobacco	20.3	4.5	24.8	14.7	6.6	12.0
Metal products	16.7	* 2.5	19.2	10.2	* 9.7	10.1
Other manufacturing	63.8	21.6	85.4	10.7	8.8	10.2
Electricity, gas and water	* 3.1	* 0.3	* 3.4	* 3.2	* 2.4	* 3.1
Construction	79.6	* 1.9	81.5	15.1	* 3.0	13.8
Wholesale and retail trade	61.3	42.3	103.6	6.5	5.6	6.1
Wholesale trade	18.4	8.1	26.5	5.3	5.1	5.3
Retail trade	42.9	34.2	77.1	7.2	5.8	6.5
Transport and storage	22.8	3.8	26.6	6.7	4.5	6.2
Communication	* 1.5	* 1.4	* 2.9	* 1.5	* 3.6	* 2.2
Finance, property & business services	21.7	18.0	39.7	4.5	4.0	4.3
Public administration and defence	9.3	4.4	13.7	4.3	2.8	3.7
Community services	13.6	17.8	31.4	2.6	1.8	2.1
Recreation, personal & other services	23.5	22.4	45.9	8.1	6.2	7.1
Occupation group —						
Managers and administrators	17.8	3.9	21.8	2.7	1.8	2.5
Professionals	12.4	8.4	20.9	2.0	1.9	2.0
Para-professionals	9.9	6.0	15.9	3.7	2.7	3.2
Tradespersons	104.6	6.5	111.1	9.2	5.3	8.8
Clerks	14.5	40.5	54.9	4.5	3.8	4.0
Salespersons and personal service workers	26.2	44.2	70.4	6.0	5.6	5.7
Plant and machine operators, and drivers	50.1	11.6	61.7	9.6	11.2	9.8
Labourers and related workers	128.2	28.4	156.6	15.1	6.8	12.4
Other	131.8	139.8	271.6	..	..	..
Looking for first job	55.8	54.8	110.6	..	..	..
Looking for full-time work	37.2	33.5	70.7	..	..	..
Former workers	76.0	85.0	161.0	..	..	..
Stood down	7.1	14.2	21.2	..	..	..
Total	502.6	303.4	806.0	10.2	8.6	9.5

Source: The Labour Force, Australia (6203.0).

Job Search Experience of Unemployed Persons

In June 1991, the labour force numbered 8,480,800 persons, of whom 740,100 were unemployed persons taking active steps to find work. Of these, 86 per cent were persons looking for full-time work.

The most frequently reported difficulty in finding work was the belief that there are 'no vacancies at all'. The number of persons reporting this as the main difficulty had risen from 17 per cent in July 1990 to 33 per cent in June 1991, which is the highest level since July 1978 (38%).

There were 183,700 persons (25 per cent of total unemployed) whose current period of unemployment (at June 1991) was one year or more. For this group the most frequently reported main difficulties in finding work were 'no vacancies at all', 'no vacancies in line of work', 'considered too young or too old by employers', and 'lacked the necessary skills/education'.

TABLE 4.8. UNEMPLOYED PERSONS : MAIN DIFFICULTY IN FINDING WORK, AUSTRALIA
JULY 1982 TO JUNE 1991

	July 1982	July 1984	June 1986	July 1988	July 1990	June 1991	
<i>Main difficulty in finding work</i>	— per cent —					('000)	
Own ill health or disability	3.8	4.1	5.8	6.6	6.7	3.8	28.3
Considered too young or too old by employers	15.3	15.5	16.3	16.5	15.3	11.7	86.5
Unsuitable hours	4.0	2.8	4.0	3.6	3.4	2.2	16.6
Too far to travel/transport problems	4.7	4.9	5.7	6.9	5.2	3.6	26.7
Lacked necessary skills/education	7.3	10.5	10.0	12.0	13.4	8.9	66.2
Language difficulties	2.4	2.8	2.1	3.2	4.4	2.2	16.1
Insufficient work experience	9.7	9.8	10.1	10.9	9.3	7.9	58.6
No vacancies in line of work	16.3	16.0	16.0	12.0	14.5	18.4	136.4
No vacancies at all	26.9	23.8	19.0	16.1	16.7	33.4	247.0
Other difficulties(a)	5.5	5.3	5.0	6.1	5.5	5.1	37.9
No difficulties reported	4.0	4.4	6.1	6.2	5.6	2.7	19.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	740.1

(a) Includes persons who reported difficulties with ethnic background.

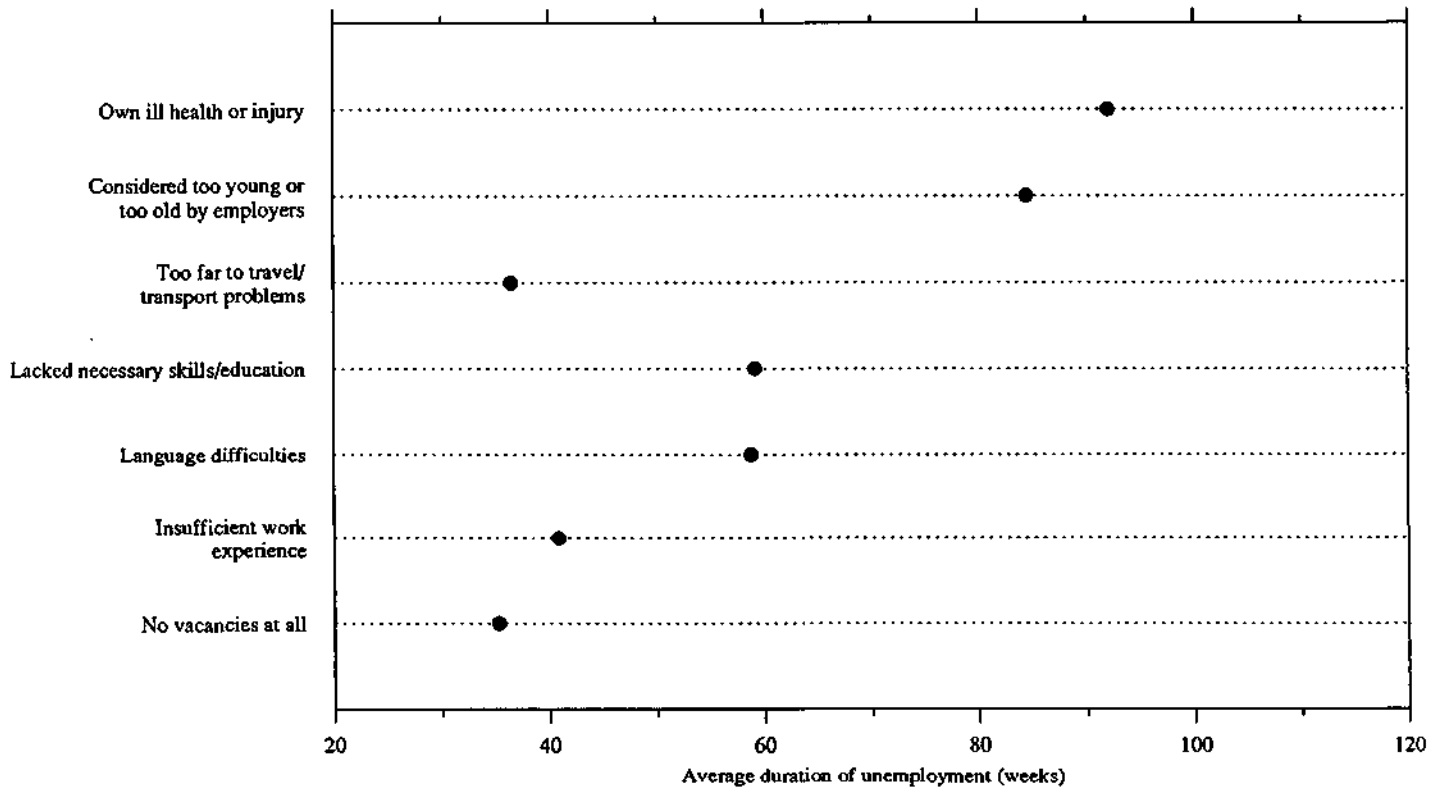
Source: *Job Search Experience of Unemployed Persons, Australia, June 1991* (6222.0).

TABLE 4.9. UNEMPLOYED PERSONS : ACTIVE STEPS TAKEN TO FIND WORK, AUSTRALIA
JULY 1982 TO JUNE 1991

	July 1982	July 1984	June 1986	July 1988	July 1990	June 1991	
<i>Active steps taken to find work</i>	— per cent —					('000)	
Registered with the CES and—							
Took no other active steps	0.8	1.3	1.5	1.4	1.5	0.6	4.4
Contacted prospective employers	66.9	73.8	70.4	71.7	69.7	74.5	551.3
Took other active steps	84.0	6.7	6.9	6.1	4.7	3.4	25.2
Total	72.7	81.8	78.8	79.2	75.8	78.5	580.8
Not registered with the CES and—							
Contacted prospective employers	24.8	16.4	19.3	19.0	22.2	19.5	144.5
Took other active steps	2.5	1.8	1.9	1.8	2.0	2.0	14.8
Total	27.3	18.2	21.2	20.8	24.2	21.5	159.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	740.1

Source: *Job Search Experience of Unemployed Persons, Australia, June 1991* (6222.0).

CHART 4.7. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT BY SELECTED MAIN DIFFICULTIES IN FINDING WORK, AUSTRALIA, JUNE 1991



Source: *Job Search Experience of Unemployed Persons, Australia, June 1991* (6222.0).

TABLE 4.10. UNEMPLOYED PERSONS : WHETHER WOULD MOVE INTERSTATE OR INTRASTATE IF OFFERED A SUITABLE JOB, AUSTRALIA, JULY 1982 TO JUNE 1991

	July 1982	July 1984	June 1986	July 1988	July 1990	June 1991	
— per cent —							(’000)
WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB							
Would move interstate	27.9	26.9	26.0	24.9	24.7	28.9	213.6
Would not move interstate	60.4	61.2	63.0	63.3	65.1	58.3	431.2
Moving interstate would depend—							
On job conditions	4.0	5.4	4.0	5.1	4.1	5.0	36.9
On other conditions	5.4	4.4	4.9	4.3	4.2	5.2	38.8
Total	9.4	9.8	8.9	9.5	8.3	10.2	75.7
Undecided	2.2	2.2	2.1	2.3	2.0	2.7	19.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	740.1
WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB							
Would move intrastate	41.1	40.5	37.2	37.4	38.4	42.6	314.9
Would not move intrastate	46.2	45.5	49.8	48.5	49.5	43.3	320.1
Moving intrastate would depend—							
On job conditions	3.3	5.7	3.8	4.6	4.0	4.7	34.6
On other conditions	7.8	6.6	7.4	7.5	6.5	7.5	55.5
Total	11.0	12.2	11.2	12.1	10.5	12.2	90.1
Undecided	1.7	1.8	1.9	2.0	1.7	2.0	15.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	740.1

Source: *Job Search Experience of Unemployed Persons, Australia, June 1991* (6222.0).

Successful and Unsuccessful Job Search Experience

In July 1990 there were an estimated 1,880,300 persons who had started a job for wages or salary (lasting two weeks or more) in the previous twelve months. Of these persons, 1,069,000 had been out of work before starting their job, while 811,300 persons changed employer to start the job.

There were a further 515,600 persons who had looked for, but not started, a job for wages or salary in the last year.

Of the persons who started a job for wages or salary, 35 per cent (649,700) obtained their job by approaching the employer without prior knowledge that the job was available, while 40 per cent (757,500) approached the employer to obtain a job they knew was available. The remaining 25 per cent (473,200) of jobs had been obtained as a result of the employer approaching the jobseeker.

Persons aged 20 years and over were more likely to have started a job in their preferred occupation (73%) than persons aged 15 to 19 years (62%). Persons who changed employer to start their job were far more likely to be working in their preferred occupation (81%) than those who were out of work prior to starting the job (63%). This was the case for all age groups tabulated.

TABLE 4.11. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: METHOD OF JOB ATTAINMENT AND WHETHER OUT OF WORK PRIOR TO STARTING JOB, AUSTRALIA, JULY 1990 ('000)

Method of job attainment	Out of work prior to starting job			Changed employer to start job			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Jobseeker approached employer	417.7	423.4	841.1	301.3	264.8	566.1	719.0	688.1	1,407.2
Had no prior knowledge that job was available	199.3	201.5	400.8	127.5	121.3	248.8	326.8	322.9	649.7
First step taken —									
Tendered/advertised for work	4.2	4.5	8.7	4.5	4.3	8.8	8.7	8.8	17.5
Contacted likely employers	137.4	138.3	275.7	89.0	77.7	166.7	226.4	216.0	442.4
Other	57.7	58.7	116.4	34.0	39.4	73.3	91.7	98.0	189.7
Had prior knowledge that job was available	218.4	221.8	440.2	173.8	143.4	317.2	392.2	365.3	757.5
Through CES	37.9	26.8	64.7	9.6	7.4	17.1	47.6	34.2	81.8
Through private employment agency	5.3	7.0	12.3	*2.9	4.9	7.8	8.2	11.9	20.1
Through school programs	*3.2	*2.0	5.2	4.4	*2.2	6.6	7.6	4.2	11.8
Through newspaper advertisements	73.0	81.6	154.7	68.5	56.4	124.9	141.5	138.1	279.6
Through friends, relatives, company contacts	87.6	87.4	175.0	76.0	60.4	136.4	163.6	147.8	311.4
Through other sources	11.4	17.0	28.3	12.4	12.0	24.4	23.8	29.0	52.7
Employer approached jobseeker	92.7	135.3	227.9	142.9	102.4	245.2	235.5	237.6	473.2
Total	510.4	558.6	1,069.0	444.2	367.1	811.3	954.6	925.8	1,880.3

Source: Successful and Unsuccessful Job Search Experience, Australia, July 1990 (6245.0).

TABLE 4.12. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: AGE, WHETHER OUT OF WORK PRIOR TO STARTING JOB AND WHETHER JOB STARTED WAS IN PREFERRED OCCUPATION, AUSTRALIA, JULY 1990 ('000)

Age group	Out of work prior to starting job			Changed employer to start job			Total		
	Job was		Total(a)	Job was		Total(a)	Job was		Total(a)
	in preferred occupation	not in preferred occupation		in preferred occupation	not in preferred occupation		in preferred occupation	not in preferred occupation	
15-19	164.3	57.3	281.7	113.4	22.7	160.2	277.6	80.0	447.9
20-24	139.8	45.0	217.3	135.2	17.5	166.0	275.0	62.4	383.3
25-34	188.8	54.3	286.4	209.5	22.3	248.9	398.3	76.6	535.3
35-44	112.4	36.9	174.5	131.9	14.4	157.8	244.3	51.3	332.2
45-54	48.6	15.4	77.1	47.8	7.6	60.5	96.3	23.0	137.6
55 and over	17.5	3.8	26.1	15.8	*0.0	17.9	33.3	3.8	44.0
Total	671.4	212.6	1,069.0	653.5	84.5	811.3	1,324.9	297.1	1,880.3

(a) Includes persons who did not have a preferred occupation.

Source: Successful and Unsuccessful Job Search Experience, Australia, July 1990 (6245.0).

TABLE 4.13. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, AND PERSONS WHO HAD LOOKED FOR, BUT NOT STARTED, A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: COMPARATIVE PROFILE, AUSTRALIA, JUNE 1986 AND JULY 1990 ('000)

	Persons who started a job for wages or salary during the previous twelve months						Persons who had looked for, but not started, a job for wages or salary during the previous twelve months	
	Out of work prior to starting job		Changed employer to start job		Total		June 1986	July 1990
	June 1986	July 1990	June 1986	July 1990	June 1986	July 1990		
Age group—								
15-19	255.6	287.7	175.6	160.2	431.2	447.9	135.0	102.2
20-24	209.6	217.3	164.9	166.0	374.5	383.3	89.8	85.0
25-34	241.5	286.4	214.4	248.9	455.9	535.3	141.7	130.0
35-44	147.7	174.5	125.9	157.8	273.6	332.2	113.7	98.0
45-54	59.2	77.1	49.3	60.5	108.5	137.6	64.1	59.6
55 and over	27.5	26.1	14.4	17.9	41.9	44.0	37.3	40.7
Educational attainment—								
With post-school qualifications	314.8	386.7	340.9	392.8	655.7	779.5	159.2	155.7
Degree	56.4	75.6	81.9	99.0	138.3	174.6	21.7	23.5
Trade qualification/apprenticeship	} 238.6 {	{ 102.0 }	} 248.1 {	{ 107.3 }	} 486.7 {	{ 209.3 }	} 127.9 {	{ 48.3 }
Certificate or diploma								
Other								
Without post-school qualification(a)	568.3	594.0	366.7	380.0	935.0	974.0	378.2	325.9
Attended highest level of secondary school available	156.6	186.1	120.1	142.0	276.7	328.0	74.1	71.7
Did not attend highest level of secondary school available	410.2	405.3	245.9	235.3	656.1	640.6	300.7	250.9
Left at age—								
18 and over	8.0	10.2	4.9	7.2	12.9	17.5	6.4	5.5
16 or 17	175.4	190.4	116.8	116.4	292.3	306.8	106.2	88.9
14 or 15	208.6	189.2	117.2	105.0	325.8	294.2	162.9	139.5
13 and under	18.1	15.5	6.9	6.6	25.0	22.1	25.3	17.0
Still at school	57.9	88.3	36.9	38.5	94.9	126.8	44.2	34.0
Active steps taken to find work in preferred occupation in the previous twelve months/active steps taken to find work in occupation being sought in the previous twelve months—								
Had a preferred occupation	806.0	884.0	685.7	738.0	1,491.7	1,622.0	388.0	314.1
This job was in preferred occupation	611.8	671.4	599.7	653.5	1,211.5	1,324.9	..	..
This job was not in preferred occupation	194.2	212.6	86.0	84.5	280.2	297.1	..	..
Registered with the CES and—								
Took no other active steps	11.2	7.6	*1.7	*2.6	12.9	10.2	15.3	12.1
Contacted prospective employers	68.2	74.7	13.6	12.6	81.8	87.3	177.4	147.3
Took other active steps	15.8	14.8	*3.4	*2.5	19.2	17.3	34.1	27.6
Total	95.1	97.1	18.8	17.6	114.0	114.7	226.8	187.0
Not registered with the CES and—								
Took only inactive steps	13.9	13.1	10.1	10.0	24.0	23.1	23.8	9.9
Contacted prospective employers	35.1	51.8	24.7	25.1	59.8	76.8	104.5	92.2
Took other active steps	16.7	17.3	7.9	10.8	24.6	28.1	29.0	23.6
Total	65.7	82.2	42.7	45.8	108.4	128.0	157.4	125.6
Had not looked for work in preferred occupation	33.4	33.4	24.5	21.0	57.9	54.4	3.9	*1.5
Did not have a preferred occupation	135.1	185.0	58.9	73.3	194.0	258.3	193.6	201.4
Labour force status—								
In the labour force	831.2	937.9	700.1	766.9	1,531.3	1,704.8	425.7	391.7
Employed	705.0	793.1	681.1	736.6	1,386.1	1,529.7	40.2	32.2
Unemployed	126.1	144.8	19.0	30.3	145.1	175.1	385.5	359.5
Not in the labour force	109.9	131.2	44.4	44.4	154.4	175.6	155.9	123.8
Sex—								
Males	447.3	510.4	399.6	444.2	846.9	954.6	296.7	260.9
Females	493.7	558.6	345.0	367.1	838.7	925.8	284.8	254.6
Total	941.1	1,069.0	744.5	811.3	1,685.6	1,880.3	581.6	515.6

(a) Includes persons who never attended school and those for whom secondary school qualifications could not be determined.

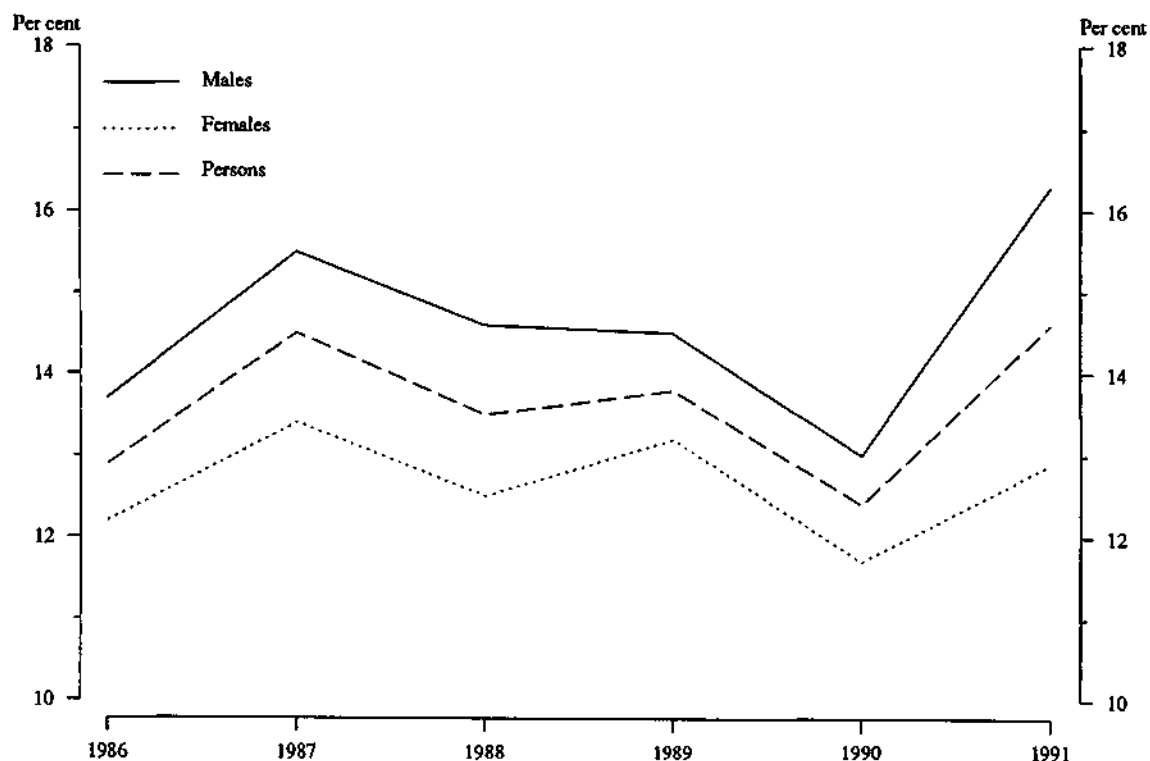
Source: Successful and Unsuccessful Job Search Experience, Australia, July 1990 (6245.0).

Labour Force Experience

An estimated 1,748,700 persons looked for work at some time during the year ending March 1991. The proportion of males who looked for work at some time during that year increased from 13 per cent in 1990 to 16 per cent in 1991 and for females there was a small increase to 13 per cent.

Of the 1,748,700 persons who looked for work during 1991, 80 per cent had only one spell of looking for work — on average, this spell lasted 19 weeks.

**CHART 4.8. ALL PERSONS : PROPORTION WHO HAD LOOKED FOR WORK
AT SOME TIME IN THE PREVIOUS TWELVE MONTHS,
AUSTRALIA**



Source: Labour Force Experience, Australia (6206.0).

**TABLE 4.14. PERSONS IN THE LABOUR FORCE AT SOME TIME DURING THE YEAR ENDING MARCH 1991:
PROPORTION WHO LOOKED FOR WORK AT SOME TIME, AGE AND MARITAL STATUS, AUSTRALIA
(Per cent)**

Age group	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
15-19	*63.4	52.0	54.5	41.8	40.7	41.3	42.0	41.1	41.5
20-24	29.7	22.0	25.0	29.9	27.7	28.9	29.9	26.2	28.1
25-34	15.9	15.8	15.9	24.5	23.3	24.0	19.1	18.1	18.7
35-44	11.0	12.3	11.6	19.9	20.7	20.3	12.6	13.9	13.2
45-54	9.3	8.7	9.0	16.8	21.3	19.0	10.4	11.2	10.7
55-59	12.1	7.6	10.7	19.0	*9.2	14.5	13.1	8.0	11.4
60-69	10.1	*1.7	8.3	21.7	*5.2	14.4	11.9	*2.9	9.6
Total	12.6	13.0	12.7	29.1	28.2	28.7	18.9	19.1	19.0

Source: Labour Force Experience, Australia, During the Year Ending March 1991 (6206.0).

Educational Attainment

As a percentage of the total unemployed, persons with post-school qualifications rose from 26 per cent to 34 per cent between February 1986 and February 1991. In contrast, the proportion of total unemployed persons who were without post-school qualifications fell from 68 per cent to 61 per cent. Persons without post-school qualifications who had not attended the highest level of secondary schooling available fell from 53 per cent of total unemployed persons in February 1986 to 44 per cent in February 1991. In 1991, 5.6% of unemployed persons were still at school

The unemployment rate for persons with post-school qualifications fell from 5.3 per cent to 4.4 per cent between February 1986 and February 1990 then increased significantly in February 1991 to 6.7 per cent. For persons with a degree, the unemployment rate rose from 3.9 per cent in February 1986 to 4.8 per cent in February 1991. Between February 1990 and February 1991 the unemployment rate for persons without post-school qualifications increased from 8.8 to 11.5 per cent.

TABLE 4.15. UNEMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT AND UNEMPLOYMENT RATES, AUSTRALIA, FEBRUARY 1986 TO FEBRUARY 1991

February	With post-school qualifications				Without post-school qualifications			Total(c)
	Degree	Trade qualification	Certificate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school	Total(b)	
UNEMPLOYED ('000)								
1986	27.9	128.3		169.1	97.6	344.7	444.4	649.6
1987(d)	25.4	64.2	85.3	178.1	109.1	355.2	468.0	687.3
1988	27.2	61.8	89.5	181.8	97.2	308.2	410.9	633.0
1989	32.3	46.6	83.6	165.9	96.9	283.8	384.8	588.0
1990	37.5	46.3	80.5	168.3	96.6	277.2	377.4	581.8
1991	44.2	88.2	131.2	269.3	132.8	350.8	486.4	800.7
UNEMPLOYMENT RATE (per cent)								
1986	3.9	5.4		5.3	10.3	11.1	10.9	8.8
1987(d)	3.6	5.0	6.2	5.2	11.0	11.6	11.5	9.0
1988	3.6	4.8	6.1	5.1	8.5	10.2	10.0	8.1
1989	4.0	3.6	5.3	4.5	9.0	9.2	9.2	7.3
1990	4.3	3.6	5.0	4.4	8.3	9.0	8.8	7.0
1991	4.8	6.6	7.6	6.7	10.8	11.7	11.5	9.5
AVERAGE DURATION OF UNEMPLOYMENT (weeks)								
1986	23.1	37.8		35.6	29.5	52.3	47.5	42.6
1987(d)	37.0	54.6	29.2	39.3	30.9	57.9	51.8	46.4
1988	24.9	47.5	33.9	37.8	27.7	57.3	50.5	44.4
1989	23.4	63.6	31.7	39.4	22.5	59.1	50.1	44.8
1990	27.6	37.4	33.5	33.1	23.5	48.0	41.9	37.4
1991	17.9	36.0	30.0	30.2	20.5	49.7	41.7	36.3
MEDIAN DURATION OF UNEMPLOYMENT (weeks)								
1986	8	11		11	10	20	16	13
1987(d)	11	15	10	12	11	24	18	14
1988	7	15	8	9	9	24	17	13
1989	8	19	8	9	8	18	13	11
1990	8	8	7	8	6	13	10	9
1991	8	13	11	11	9	18	13	13

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school and those for whom secondary school qualifications could not be determined. (c) Includes persons aged 15 to 20 still at school. (d) Prior to February 1987 the data now published in the Educational attainment categories "Trade qualifications" and "Certificate or diploma" were published as "Trade, technical or other certificate".

Source: Labour Force Status and Educational Attainment, Australia, February 1991 (6235.0).

TABLE 4.16. UNEMPLOYED PERSONS AGED 15 TO 69 : AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1991

Educational attainment	Age						Total	
	15-19	20-24	25-34	35-44	45-54	55-69		
	—'000—						(per cent)	
MALES								
With post-school qualifications(a)	4.2	29.1	51.7	35.0	18.3	16.2	154.4	33.2
Degree	* 0.1	4.7	7.8	5.2	* 2.0	* 1.3	21.2	4.6
Trade qualifications or apprenticeship	* 1.2	14.3	26.1	18.5	11.1	10.0	81.2	17.5
Certificate or diploma	* 2.3	9.4	15.9	10.8	4.8	4.3	47.6	10.2
Without post-school qualifications(b)	64.2	69.9	69.7	40.5	20.8	22.1	287.2	61.8
Attended highest level of secondary school available	25.4	21.4	11.1	6.4	* 2.8	* 3.1	70.1	15.1
Did not attend highest level of secondary school available	38.8	48.3	58.2	33.8	17.8	19.0	215.9	46.4
Left at age—								
16 and over	22.3	27.8	27.6	9.6	* 3.2	* 2.2	92.8	20.0
14 or 15	16.2	19.0	27.9	19.9	9.9	11.7	104.7	22.5
13 and under	* 0.3	* 1.4	* 2.6	4.2	4.7	5.1	18.5	4.0
Never attended school	* 0.0	* 0.0	* 0.0	* 0.2	* 0.3	* 0.0	* 0.4	* 0.1
Secondary school qualifications not determined	* 0.0	* 0.2	* 0.4	* 0.1	* 0.0	* 0.0	* 0.7	* 0.2
Still at school	23.3	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	23.3	5.0
Total	91.8	98.9	121.4	75.5	39.1	38.3	465.0	100.0
FEMALES								
With post-school qualifications(a)	10.8	23.2	40.4	25.8	12.5	* 2.1	114.9	34.2
Degree	* 0.0	5.0	11.2	4.5	* 2.1	* 0.3	23.0	6.9
Trade qualifications or apprenticeship	* 0.4	* 1.9	* 2.1	* 1.7	* 0.8	* 0.1	7.0	2.1
Certificate or diploma	10.3	16.2	27.0	19.4	9.0	* 1.8	83.6	24.9
Without post-school qualifications(b)	57.7	38.1	44.5	34.2	20.7	3.9	199.1	59.3
Attended highest level of secondary school available	30.8	15.3	9.9	5.2	* 1.1	* 0.3	62.7	18.7
Did not attend highest level of secondary school available	26.8	22.3	34.3	28.6	19.5	* 3.3	134.9	40.2
Left at age—								
16 and over	15.8	12.0	17.1	10.2	4.8	* 0.8	60.6	18.0
14 or 15	10.7	10.3	16.6	16.0	10.7	* 1.8	66.1	19.7
13 and under	* 0.3	* 0.0	* 0.6	* 2.4	4.0	* 0.8	8.2	2.4
Never attended school	* 0.0	* 0.0	* 0.0	* 0.2	* 0.0	* 0.3	* 0.5	* 0.1
Secondary school qualifications not determined	* 0.1	* 0.5	* 0.3	* 0.2	* 0.1	* 0.0	* 1.1	* 0.3
Still at school	21.7	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	21.8	6.5
Total	90.2	61.3	84.9	60.0	33.2	6.1	335.7	100.0
ALL PERSONS								
With post-school qualifications(a)	15.1	52.3	92.1	60.8	30.8	18.3	269.3	33.6
Degree	* 0.1	9.7	19.0	9.7	4.1	* 1.6	44.2	5.5
Trade qualifications or apprenticeship	* 1.6	16.2	28.1	20.2	12.0	10.2	88.2	11.0
Certificate or diploma	12.6	25.6	42.9	30.2	13.8	6.1	131.2	16.4
Without post-school qualifications(b)	121.9	107.9	114.2	74.7	41.6	26.1	486.4	60.7
Attended highest level of secondary school available	56.3	36.6	21.0	11.6	3.9	* 3.4	132.8	16.6
Did not attend highest level of secondary school available	65.6	70.6	92.5	62.4	37.3	22.4	350.8	43.8
Left at age—								
16 and over	38.1	39.9	44.7	19.8	8.0	* 3.0	153.4	19.2
14 or 15	26.9	29.3	44.6	35.9	20.6	13.5	170.8	21.3
13 and under	* 0.6	* 1.4	* 3.2	6.7	8.8	5.9	26.6	3.3
Never attended school	* 0.0	* 0.0	* 0.0	* 0.4	* 0.3	* 0.3	* 0.9	* 0.1
Secondary school qualifications not determined	* 0.1	* 0.7	* 0.6	* 0.3	* 0.1	* 0.0	* 1.8	* 0.2
Still at school	45.0	* 0.1	* 0.0	* 0.0	* 0.0	* 0.0	45.1	5.6
Total	182.0	160.3	206.2	135.5	72.3	44.4	800.7	100.0

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school and those for whom secondary school qualifications could not be determined.

Source: Labour Force Status and Educational Attainment, Australia, February 1991 (6235 0).

Families

In June 1991, of the 515,300 families with one or more members unemployed, 38 per cent had no member employed, 38 per cent had one employed and 25 per cent had two or more employed. Dependents were present in 59 per cent of the 515,300 families with one or more members unemployed.

Unemployment rates varied from 17 per cent for full-time students aged 15-24 to 14 per cent for sole parents to 6 per cent for husband or wife in married couple families. For persons who were not a member of a family the unemployment rate was 10 per cent. The average duration of unemployment for husbands or wives who were members of a family was 46 weeks. For sole parents it was 39 weeks and for those who were not members of a family, 48 weeks (living alone 66 weeks, not living alone 37 weeks).

TABLE 4.17. FAMILIES WITH ONE OR MORE MEMBERS UNEMPLOYED: TYPE OF FAMILY, LABOUR FORCE STATUS^(a) OF FAMILY MEMBERS AND WHETHER DEPENDENTS PRESENT, AUSTRALIA, JUNE 1991
(^{'000 families})

	<i>None employed</i>			<i>One employed</i>			<i>Two or more employed</i>			<i>Total</i>		
	<i>Two or more</i>		<i>Total</i>	<i>Two or more</i>		<i>Total</i>	<i>Two or more</i>		<i>Total</i>	<i>Two or more</i>		<i>Total</i>
	<i>One unemp-loyed</i>	<i>unemp-loyed</i>		<i>One unemp-loyed</i>	<i>unemp-loyed</i>		<i>One unemp-loyed</i>	<i>unemp-loyed</i>		<i>One unemp-loyed</i>	<i>unemp-loyed</i>	
Married-couple families	108.2	31.7	139.8	145.7	13.0	158.7	111.4	7.3	118.7	365.3	52.0	417.2
With dependents present	63.3	18.6	81.9	90.0	8.0	98.0	66.3	4.5	70.9	219.7	31.1	250.8
Without dependents present	44.8	13.1	57.9	55.7	5.0	60.7	45.0	* 2.8	47.8	145.6	20.8	166.4
One-parent families	30.7	* 3.4	34.2	11.1	* 1.1	12.2	3.6	* 0.0	3.6	45.4	4.5	50.0
Other families	13.9	6.0	19.9	21.5	* 2.0	23.5	4.4	* 0.4	4.8	39.8	8.3	48.1
All families	152.8	41.1	193.8	178.3	16.1	194.4	119.4	7.7	127.1	450.5	64.8	515.3
With dependents present	95.0	22.4	117.5	101.4	9.1	110.5	70.0	4.5	74.5	266.4	36.1	302.5
Without dependents present	57.7	18.7	76.4	76.9	7.0	83.9	49.4	* 3.1	52.6	184.1	28.8	212.8

(a) Labour force status refers to persons aged 15 and over only.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

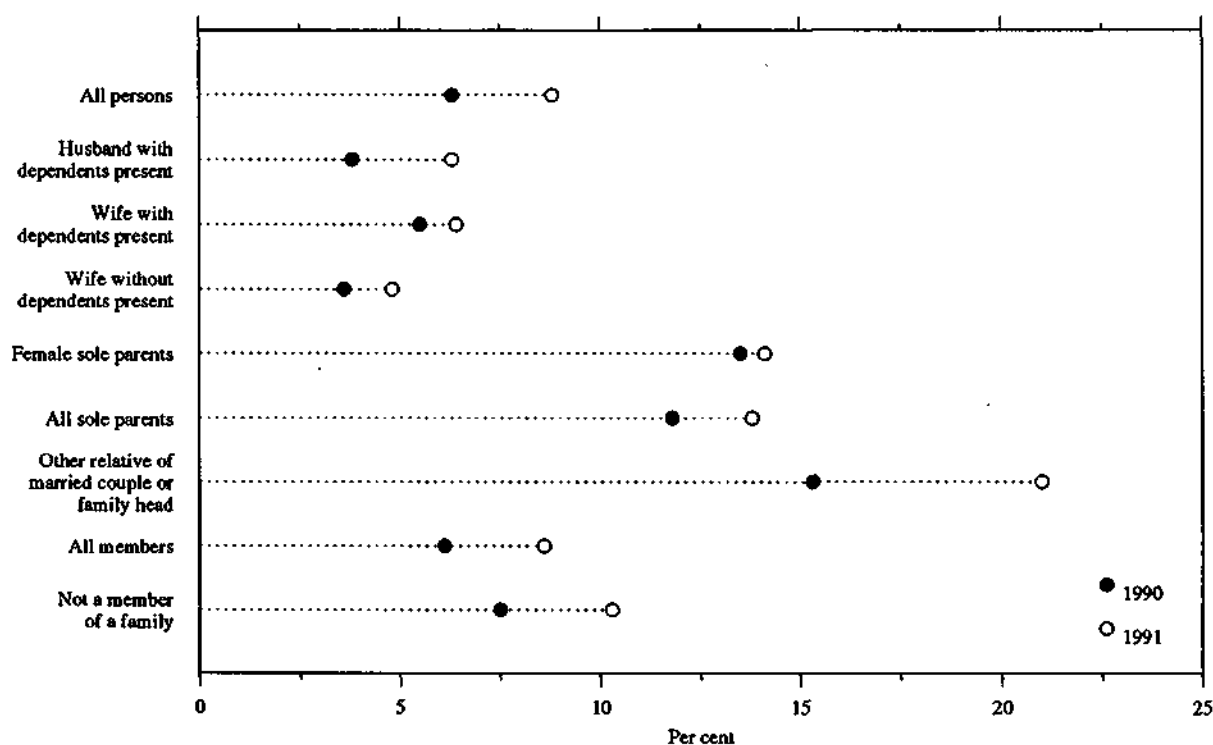
TABLE 4.18. FAMILY STATUS OF UNEMPLOYED PERSONS^(a) : UNEMPLOYMENT RATES, AUSTRALIA, JUNE 1989 TO 1991
(per cent)

	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>June 1989</i>	<i>June 1990</i>	<i>June 1991</i>	<i>June 1989</i>	<i>June 1990</i>	<i>June 1991</i>	<i>June 1989</i>	<i>June 1990</i>	<i>June 1991</i>
Member of a family	5.0	5.6	8.8	6.3	6.7	8.2	5.5	6.1	8.6
Husband or wife	3.7	3.6	6.2	4.4	4.7	5.7	4.0	4.1	6.0
With dependents present	3.9	3.8	6.3	5.0	5.5	6.4	4.3	4.5	6.3
Without dependents present	3.4	3.3	5.9	3.6	3.6	4.8	3.5	3.4	5.5
Sole parent	*6.2	*4.2	12.7	10.7	13.5	14.1	9.9	11.8	13.8
Other family head	*5.4	8.2	13.0	8.2	9.2	7.9	7.0	8.8	9.9
Full-time student aged 15-24 ^(b)	12.9	14.3	17.8	14.0	10.4	15.9	13.5	12.1	16.8
Other child (c) of married couple or family head	8.4	11.5	16.7	9.2	10.4	13.6	8.7	11.1	15.5
Other relative of married couple or family head	9.7	13.6	21.5	15.7	17.9	20.2	12.0	15.3	21.0
Not a member of a family	6.3	7.4	10.8	7.2	7.7	9.5	6.6	7.5	10.3
Living alone	6.1	7.2	10.4	6.0	6.7	8.0	6.1	7.0	9.4
Not living alone	6.4	7.5	11.2	7.9	8.5	10.6	7.0	7.9	10.9
Total	5.2	5.9	9.1	6.4	6.8	8.4	5.7	6.3	8.8

(a) Civilians who were residents of households where family status was determined. See the Technical Notes for further information. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over

Source: Labour Force Status and Other Characteristics of Families, Australia, (6224.0).

CHART 4.9. UNEMPLOYED PERSONS: FAMILY STATUS, UNEMPLOYMENT RATES, AUSTRALIA, JUNE 1990 AND JUNE 1991



Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

TABLE 4.19. FAMILY STATUS OF UNEMPLOYED PERSONS(a): DURATION OF UNEMPLOYMENT, AUSTRALIA, JUNE 1991

	Duration of unemployment (weeks)							Total	Average duration	Median duration
	Under 2	2 and under 4	4 and under 8	8 and under 13	13 and under 26	26 and under 52	52 and over			
	— '000 —										— weeks —
Member of a family	34.6	53.0	62.8	62.0	129.3	113.8	141.1	596.6	41.5	21
Husband or wife	20.5	31.9	30.8	29.7	61.5	51.4	78.6	304.4	45.8	21
With dependents present	14.7	20.8	21.0	17.6	38.5	32.5	49.5	194.7	42.6	21
Without dependents present	5.8	11.1	9.8	12.1	22.9	18.9	29.1	109.7	51.5	21
Sole parent	* 1.7	* 2.6	* 3.2	* 2.8	6.4	5.4	6.8	28.9	39.3	18
Other family head	* 0.7	* 0.3	* 1.6	* 1.3	* 1.4	* 1.8	4.4	11.5	65.8	* 27
Full-time student aged 15-24(b)	4.7	6.6	6.5	4.4	14.9	8.0	5.6	50.8	19.9	17
Other child(c) of married couple or family head	6.3	10.8	19.3	19.2	40.9	41.0	42.1	179.6	40.1	24
Other relative of married couple or family head	* 0.6	* 0.8	* 1.4	4.6	4.2	6.2	3.6	21.4	32.8	22
Not a member of a family	3.9	9.2	12.7	13.2	25.2	22.0	31.4	117.6	48.3	23
Living alone	* 1.6	* 2.7	4.2	4.1	10.8	8.0	15.9	47.4	65.8	26
Not living alone	* 2.2	6.5	8.5	9.1	14.4	14.0	15.5	70.2	36.6	19
Total	38.5	62.2	75.5	75.2	154.5	135.7	172.6	714.2	42.6	21.1

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, June 1991 (6224.0).

Job Vacancies

A job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action has been taken. For a full definition of a job vacancy refer to the Glossary. Vacancies available only to persons already employed by the organisation are excluded.

The number of job vacancies in Australia at November 1991 were estimated at 24,900 — a decrease of 9,200 since November 1990.

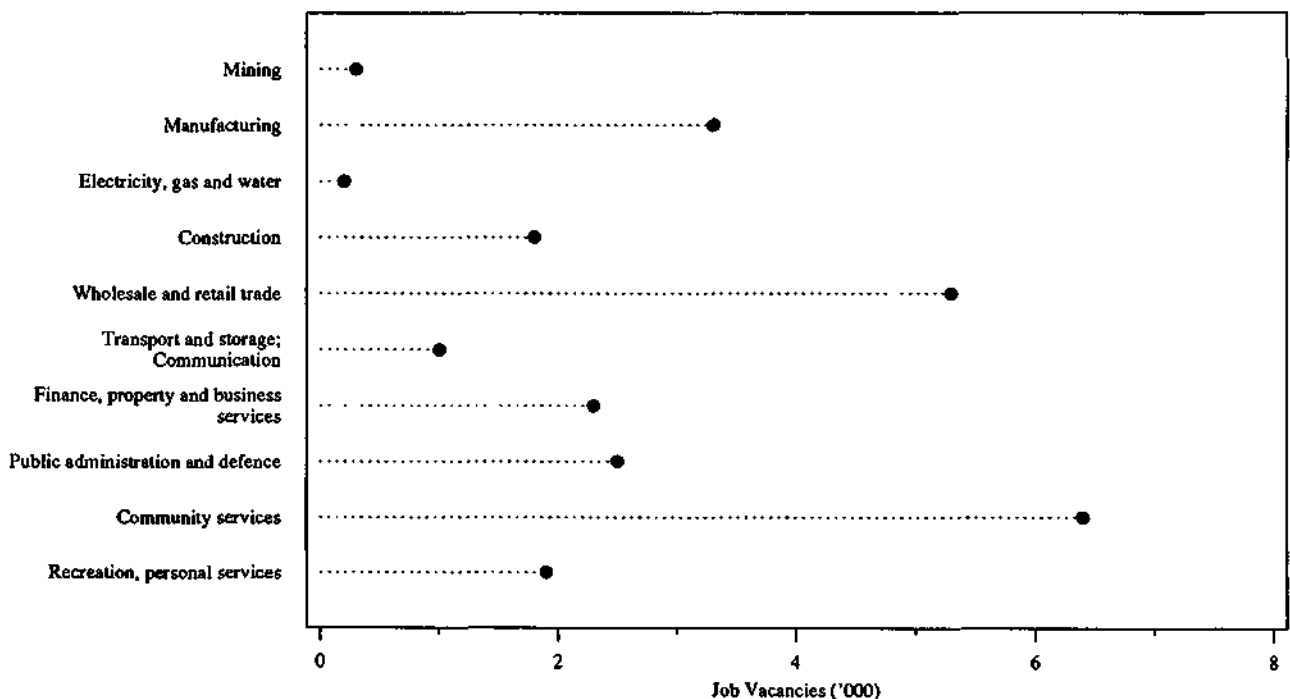
The greatest decreases in numbers of vacancies since November 1990 were recorded in the Community services (1,800) and Finance, property and business services (3,900) industries.

TABLE 4.20. JOB VACANCIES : INDUSTRY, AUSTRALIA, NOVEMBER 1986 TO NOVEMBER 1991
(^{'000})

Industry	November					
	1986	1987	1988	1989	1990	1991
Mining	0.8	1.5	0.7	0.4	0.3	0.3
Manufacturing	10.5	10.0	15.1	11.7	3.7	*3.3
Electricity, gas and water	0.4	0.5	0.8	0.7	0.4	0.2
Construction	1.7	2.0	3.5	3.3	1.1	1.8
Wholesale and retail trade	9.1	12.3	15.5	14.1	6.0	5.3
Transport and storage; Communication	1.4	1.6	2.0	2.3	*1.0	*1.0
Finance, property and business services	6.9	4.4	7.5	6.4	4.1	2.3
Public administration and defence	4.6	3.8	4.3	4.9	3.7	2.5
Community services	13.7	12.6	13.2	12.8	10.3	6.4
Recreation, personal and other services	2.7	3.5	4.0	6.1	3.4	1.9
Total all Industries	51.9	52.2	66.6	62.7	34.1	24.9

Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHART 4.10. JOB VACANCIES: INDUSTRY, AUSTRALIA, NOVEMBER 1991



Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHAPTER 5

PERSONS NOT IN THE LABOUR FORCE

Persons not in the labour force represent that group of the population who during a particular week are not employed or unemployed. From the labour market perspective, the main interest is in their potential to participate in the labour force. In addition to analysing persons not in the labour force by their demographic and family characteristics, attention is also focussed on their degree of attachment to the labour force. This is achieved by examining the concepts of 'marginal attachment to the labour force' and 'discouraged jobseekers'.

The sources for the statistics in this chapter are the ABS monthly labour force survey and associated supplementary surveys. In particular, a survey of persons not in the labour force is conducted annually to examine the labour force attachments of persons not in the labour force.

Persons Not In the Labour Force

There were 5,045,300 persons not in the labour force in August 1991, 1,728,300 males and 3,317,000 females.

Females comprised 66 per cent of persons not in the labour force in August 1991 compared with 72 per cent ten years earlier.

In August 1991, 37 per cent of persons not in the labour force were aged 65 and over, compared with 31 per cent in August 1981.

A survey conducted in September 1991 provided details of the characteristics of persons aged 15 to 69 who were not in the labour force. There were 3,643,900 persons not in the labour force, accounting for 30 per cent of the civilian population age 15 to 69. This proportion is similar to the proportion estimated in September 1990 (29%).

- Females comprised some 68 per cent of those not in the labour force, whereas they constituted 42 per cent of persons in the labour force.
- Some 71 per cent of women not in the labour force reported home duties/child care as their main activity. This category accounted for 5 per cent of men not in the labour force.
- Some 34 per cent of males and 14 per cent of females not in the labour force reported their main activity as attending an educational institution.
- About 38 per cent of males and 8 per cent of females not in the labour force were reported as retired/voluntarily inactive.

Persons Not In The Labour Force With Marginal Attachment to the Labour Force

Persons not in the labour force can be classified as either having or not having marginal attachment to the labour force. In order to be marginally attached, a person must be neither employed nor unemployed but nevertheless seeking work, or available to start work within four weeks.

Persons with marginal attachment to the labour force numbered 819,300 in September 1991. This represents 22 per cent of all persons aged 15 to 69 not in the labour force. This is similar to the proportion of marginally attached persons in September 1990.

Some characteristics of these people are:

- 71 per cent (578,400) would prefer part-time work if returning to the labour force.
- 45 per cent (369,100) intended to look for work in the next twelve months.
- 17 per cent (138,200) were classified as discouraged job seekers.

The majority of marginally attached persons were female (598,800 or 73%). Of the marginally attached women, 41 per cent said family reasons were preventing them from actively seeking work. The family reason cited by most of these women (77%) was childcare.

Some 61 per cent of males who were marginally attached and not actively looking for work reported 'personal reasons' as the main reason. Another 17 per cent had reported being 'discouraged jobseekers'.

TABLE 5.1. PERSONS NOT IN THE LABOUR FORCE : AGE, AUSTRALIA, AUGUST 1981 TO AUGUST 1991
(*000)

	Age group									
August	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69	70 and over	Total
MALES										
1981	248.0	56.3	56.9	44.5	67.1	69.7	143.5	208.1	342.4	1,236.6
1982	243.6	70.4	63.4	48.2	77.0	78.0	160.5	218.3	355.3	1,314.6
1983	271.0	69.0	57.2	52.1	74.5	82.0	183.2	216.3	373.8	1,379.2
1984	267.6	71.0	62.1	57.1	78.1	89.0	190.6	216.7	386.6	1,418.8
1985	280.8	68.6	70.2	57.8	79.4	90.7	198.3	219.8	403.9	1,469.5
1986(a)	284.2	72.2	67.3	65.2	80.9	93.2	193.2	233.9	419.3	1,509.4
1987	299.5	69.7	71.3	66.4	87.2	96.8	186.9	243.6	434.2	1,565.4
1988	311.7	65.1	85.0	71.7	109.1	98.9	190.2	257.5	444.8	1,633.9
1989	288.9	72.1	72.1	84.8	100.8	92.9	182.2	268.3	457.6	1,619.7
1990	297.1	76.7	80.7	74.0	96.5	87.9	180.8	275.3	472.1	1,641.1
1991	320.8	91.2	80.1	82.1	99.3	104.1	184.0	273.1	493.7	1,728.3
FEMALES										
1981	272.6	188.7	571.9	378.3	375.7	260.5	284.3	271.8	550.8	3,154.6
1982	276.8	197.0	570.6	402.3	372.8	275.3	301.2	275.8	571.0	3,242.8
1983	270.2	193.4	588.8	421.2	381.4	267.7	303.3	280.8	592.3	3,299.1
1984	279.6	186.8	568.9	429.1	374.0	270.9	316.5	273.6	620.5	3,319.9
1985	281.5	173.8	542.3	417.3	377.6	272.3	323.7	282.3	642.7	3,313.6
1986(a)	287.1	165.7	520.4	397.8	351.9	263.8	321.1	293.3	665.2	3,266.3
1987	315.0	157.8	507.1	399.3	354.8	254.4	320.1	301.8	681.2	3,291.4
1988	303.1	156.6	514.6	384.9	351.6	248.4	315.4	317.2	696.8	3,288.6
1989	295.5	148.1	482.6	376.3	346.7	244.2	318.1	331.3	715.9	3,258.7
1990	294.4	141.3	486.8	357.4	345.5	236.0	308.1	333.2	740.0	3,242.7
1991	313.6	160.6	482.1	369.5	344.7	231.9	311.4	334.9	768.5	3,317.0
PERSONS										
1981	520.7	244.9	628.8	422.8	442.8	330.2	427.9	479.9	893.2	4,391.2
1982	520.4	267.4	634.0	450.5	449.7	353.3	461.7	494.1	926.3	4,557.4
1983	541.2	262.4	646.1	473.3	455.9	349.7	486.5	497.1	966.2	4,678.3
1984	547.2	257.8	631.0	486.2	452.1	359.9	507.2	490.3	1,007.2	4,378.7
1985	562.2	242.5	612.6	475.2	457.0	363.1	522.0	502.0	1,046.5	4,783.1
1986(a)	571.3	237.9	587.7	463.0	432.8	357.0	514.3	527.0	1,084.5	4,775.7
1987	614.5	227.5	578.4	465.7	441.9	351.1	517.0	545.3	1,115.4	4,856.8
1988	614.8	221.7	599.6	456.6	460.7	347.3	505.5	574.8	1,141.5	4,922.5
1989	584.4	220.2	554.7	461.0	447.5	337.1	500.3	599.6	1,173.5	4,878.5
1990	591.4	218.0	567.5	431.4	442.0	323.9	488.8	608.5	1,212.1	4,883.7
1991	634.3	251.7	562.3	451.6	444.0	336.0	495.3	608.0	1,262.1	5,045.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

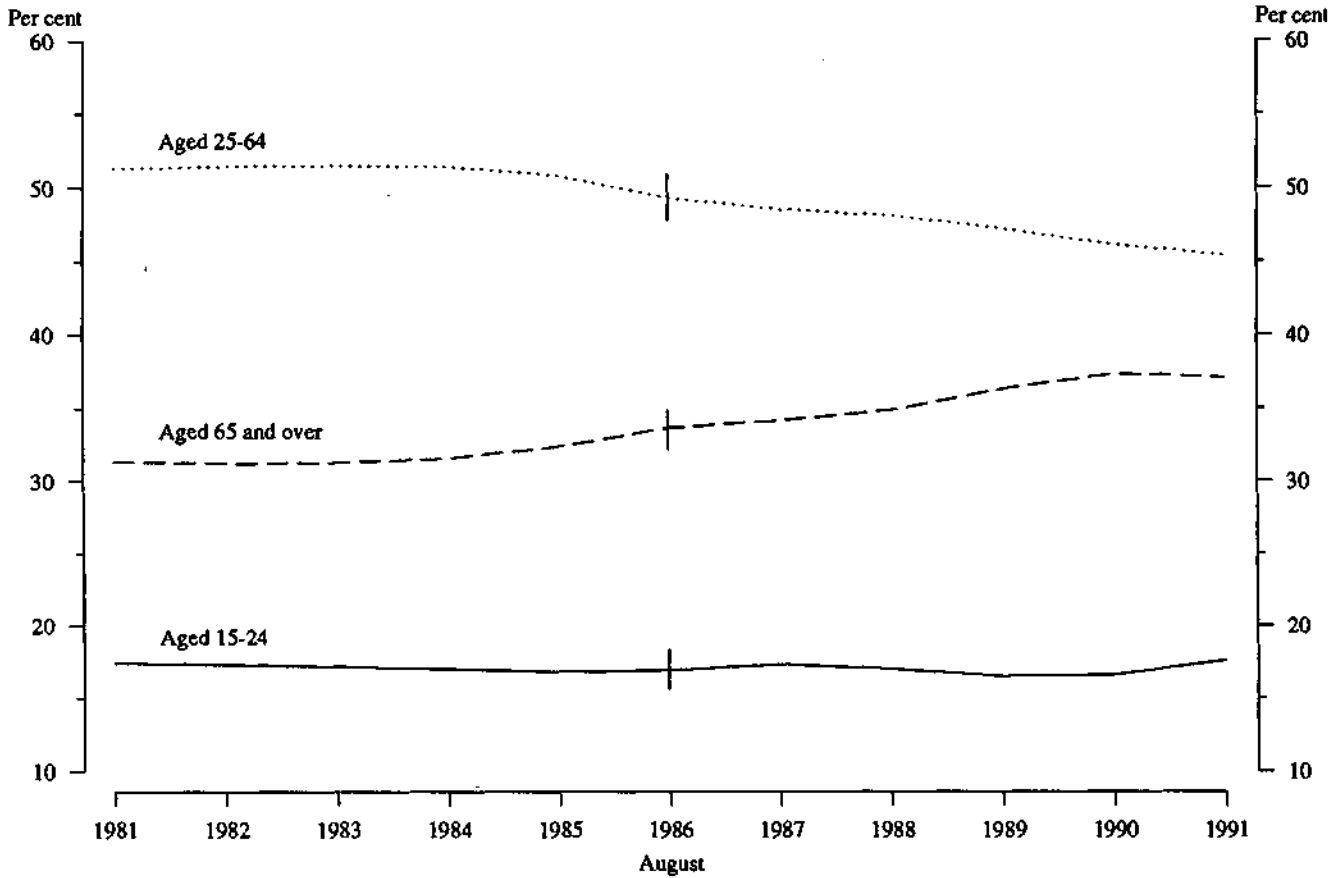
TABLE 5.2. PERSONS NOT IN THE LABOUR FORCE : WHETHER LOOKING FOR WORK AND MARITAL STATUS, AUSTRALIA, AUGUST 1991
(*000)

	Males			Females			Persons
	Married	Not married	Total	Married	Not married	Total	
<i>Looking for work</i>	13.9	34.3	48.2	31.1	30.2	61.4	109.6
Took active steps to find work(a)	6.1	14.4	20.6	6.2	12.3	18.5	39.1
Did not take active steps to find work	7.7	19.9	27.7	24.9	18.0	42.9	70.5
Not looking for work	866.5	703.4	1,569.9	1,847.7	1,252.7	3,100.4	4,670.4
Permanently unable to work	18.3	14.2	32.5	6.0	25.1	31.1	63.6
In institutions	27.6	50.0	77.7	20.0	104.1	124.1	201.7
Total	926.3	801.9	1,728.3	1,904.8	1,412.2	3,317.0	5,045.3

(a) Not available to start work in the reference week for reasons other than own temporary illness or injury.

Source: *The Labour Force, Australia* (6203.0).

CHART 5.1. PERSONS NOT IN THE LABOUR FORCE BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 5.3. PERSONS NOT IN THE LABOUR FORCE(a) : FAMILY STATUS, AUSTRALIA, AUGUST 1991

	Number ('000)			Proportion of population (b)		
	Males	Females	Persons	Males	Females	Persons
Member of a family	1,271.9	2,458.8	3,730.6	24.0	45.9	35.0
Husband or wife	849.0	1,790.8	2,639.9	21.7	47.0	34.2
With dependents present	114.9	768.1	883.0	5.7	39.2	22.2
Without dependents present	734.1	1,022.7	1,756.8	39.1	55.1	47.1
Sole parent	10.5	160.0	170.5	22.1	47.8	44.6
Other family head	25.7	122.1	147.8	35.4	62.5	55.1
Full-time student aged 15-24(c)	301.6	260.0	561.5	68.7	60.0	64.4
Other child(b) of married couple or family head	56.8	45.1	101.9	7.6	9.8	8.4
Other relative of married couple or family head	28.3	80.7	109.0	30.7	65.1	50.4
Not a member of a family	252.8	553.4	806.2	26.9	54.5	41.3
Living alone	187.4	490.6	678.0	38.3	71.0	57.4
Not living alone	65.4	62.8	128.2	14.6	19.3	16.6
Total	1,524.7	3,012.2	4,536.8	24.4	47.2	35.9

(a) Civilians who were residents of households where family status was determined. (b) Aged 15 and over. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads.

Source: *The Labour Force, Australia* (6203.0).

TABLE 5.4. CIVILIAN POPULATION AGED 15 TO 69: MARGINAL ATTACHMENT AND LABOUR FORCE STATUS,
AUSTRALIA, MARCH 1987 TO SEPTEMBER 1991
('000)

	March 1987	March 1988	Sept. 1988	Sept. 1989	Sept. 1990	Sept. 1991
MALES						
Civilian population aged 15 to 69	5,654.9	5,764.5	5,829.8	5,977.6	6,070.2	6,158.6
Persons in the labour force	4,632.7	4,711.6	4,718.5	4,872.8	4,971.4	4,986.0
Persons not in the labour force	1,022.2	1,052.9	1,111.4	1,104.8	1,098.8	1,172.6
With marginal attachment to the labour force	163.9	177.6	190.8	186.9	195.4	220.5
Wanted to work and were actively looking for work	12.1	13.3	34.7	25.8	26.3	23.6
Were available to start work within four weeks	10.0	10.8	14.8	12.6	12.6	10.7
Were not available to start work within four weeks	2.1	2.5	19.9	13.2	13.7	12.9
Wanted to work but were not actively looking for work and were available to start work within four weeks	151.8	164.3	156.1	161.1	169.2	196.9
Discouraged jobseekers	22.2	19.5	19.7	18.2	24.2	34.5
Other	129.6	144.8	136.4	142.9	144.9	162.4
Without marginal attachment to the labour force	858.2	875.3	920.6	917.9	903.4	952.1
Wanted to work but were not actively looking for work and were not available to start work within four weeks	54.5	63.1	73.9	76.4	85.1	77.5
Did not want to work	733.3	745.5	782.8	759.1	743.3	787.4
Permanently unable to work	20.0	24.1	26.4	25.3	34.8	32.5
Institutionalised persons(a) and boarding school pupils	50.5	42.6	37.5	57.0	40.2	54.8
FEMALES						
Civilian population aged 15 to 69	5,613.0	5,722.5	5,783.8	5,905.8	5,994.1	6,076.8
Persons in the labour force	3,138.4	3,255.1	3,274.7	3,443.5	3,542.8	3,605.6
Persons not in the labour force	2,474.6	2,467.4	2,509.1	2,462.3	2,451.3	2,471.3
With marginal attachment to the labour force	532.5	547.4	530.9	521.5	557.1	598.8
Wanted to work and were actively looking for work	19.0	20.3	31.0	29.5	31.3	23.0
Were available to start work within four weeks	13.5	16.1	20.0	15.2	18.9	13.4
Were not available to start work within four weeks	5.5	4.2	11.0	14.4	12.4	9.6
Wanted to work but were not actively looking for work and were available to start work within four weeks	513.4	527.1	499.9	492.0	525.8	575.8
Discouraged jobseekers	72.2	72.5	64.1	57.9	76.6	103.7
Other	441.2	454.6	435.7	434.1	449.2	472.1
Without marginal attachment to the labour force	1,942.1	1,919.9	1,978.2	1,940.8	1,894.2	1,872.5
Wanted to work but were not actively looking for work and were not available to start work within four weeks	177.4	187.2	207.4	209.9	225.4	199.6
Did not want to work	1,727.6	1,692.4	1,732.9	1,692.0	1,618.3	1,621.6
Permanently unable to work	8.8	13.4	10.8	9.8	17.6	15.5
Institutionalised persons(a) and boarding school pupils	28.3	26.9	27.1	29.2	32.9	35.7
PERSONS						
Civilian population aged 15 to 69	11,267.9	11,487.0	11,613.6	11,883.4	12,064.3	12,235.4
Persons in the labour force	7,771.2	7,966.8	7,993.2	8,316.3	8,514.2	8,591.5
Persons not in the labour force	3,496.7	3,520.2	3,620.4	3,567.1	3,550.1	3,643.9
With marginal attachment to the labour force	696.4	725.0	721.7	708.4	752.5	819.3
Wanted to work and were actively looking for work	31.1	33.6	65.7	55.3	57.6	46.7
Were available to start work within four weeks	23.6	26.9	34.8	27.7	31.5	24.1
Were not available to start work within four weeks	7.6	6.7	30.9	27.6	26.1	22.5
Wanted to work but were not actively looking for work and were available to start work within four weeks	665.3	691.4	656.0	653.1	694.9	772.7
Discouraged jobseekers	94.4	92.0	83.8	76.1	100.9	138.2
Other	570.9	599.4	572.2	577.0	594.1	634.5
Without marginal attachment to the labour force	2,800.3	2,795.2	2,898.8	2,858.7	2,797.6	2,824.6
Wanted to work but were not actively looking for work and were not available to start work within four weeks	231.8	250.3	281.3	286.3	310.5	277.1
Did not want to work	2,460.9	2,437.8	2,515.7	2,451.1	2,361.6	2,409.0
Permanently unable to work	28.8	37.5	37.2	35.1	52.4	48.1
Institutionalised persons(a) and boarding school pupils	78.8	69.5	64.7	86.2	73.1	90.5

(a) Includes some patients in hospitals and sanatoriums and inmates of reformatories, gaols etc.

Source: Persons Not in the Labour Force, Australia, September 1991 (6220.0).

TABLE 5.5. PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE:
MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, MARCH 1987 TO SEPTEMBER 1991
(^{'000})

	March 1987	March 1988	Sept. 1988	Sept. 1989	Sept. 1990	Sept. 1991
MALES						
Wanted to work and were actively looking for work	12.1	13.3	34.7	25.8	26.3	23.6
Wanted to work but were not actively looking for work and were available to start work within four weeks	151.8	164.3	156.1	161.1	169.2	196.9
<i>Main reason for not actively looking for work—</i>						
Had a job to go to	8.6	6.6	5.8	8.0	7.1	*7.3
Personal reasons	105.7	118.4	110.4	114.7	118.8	130.9
Family reasons	*3.8	5.7	*4.1	5.1	5.2	7.3
Discouraged jobseekers	22.2	19.5	19.7	18.2	24.2	34.5
No jobs in suitable hours	*1.2	*1.3	*2.1	*1.1	*0.7	*2.6
Other reasons	9.7	11.4	12.5	12.6	12.0	13.5
Did not know	*0.8	*1.4	*1.5	*1.5	*1.2	*0.8
Total	163.9	177.6	190.8	186.9	195.4	220.5
FEMALES						
Wanted to work and were actively looking for work	19.0	20.3	31.0	29.5	31.3	23.0
Wanted to work but were not actively looking for work and were available to start work within four weeks	513.4	527.1	499.9	492.0	525.8	575.8
<i>Main reason for not actively looking for work—</i>						
Had a job to go to	15.1	17.4	13.4	12.1	12.7	18.8
Personal reasons	153.0	161.7	145.8	159.9	160.2	165.2
Own ill health/physical disability/pregnancy	36.5	42.5	35.0	44.3	43.3	35.6
Attending an educational institution	58.0	65.4	55.7	63.8	62.0	75.3
Had no need to work	27.7	25.6	28.3	25.9	31.9	30.2
Give others a chance	4.6	5.9	*3.6	*2.8	*4.3	7.0
Welfare payments/pension may be affected	15.2	12.5	10.5	11.8	10.0	8.0
Moved house/holidays	11.1	9.9	12.6	11.2	8.7	9.1
Family reasons	235.1	236.3	239.2	222.5	234.5	247.2
Ill health of other than self	11.6	11.0	10.6	10.8	10.0	12.2
Childcare	183.7	186.3	190.8	175.6	176.3	193.7
Other family considerations	39.7	39.0	37.8	36.1	48.1	41.3
Discouraged jobseekers	72.2	72.5	64.1	57.9	76.6	103.7
Considered too young or too old by employers	25.0	25.0	23.5	22.8	26.0	16.8
Difficulties with language or ethnic background	3.3	5.6	5.3	*3.0	7.4	5.8
Lacked necessary schooling/training/skills/experience	10.4	10.9	12.0	9.0	11.3	11.6
No jobs in locality or line of work	23.7	24.1	17.5	19.3	24.5	38.1
No jobs at all	9.8	7.0	5.7	*3.8	7.4	31.4
No jobs in suitable hours	10.7	13.4	8.6	9.5	10.4	10.8
Other reasons	19.2	21.4	24.1	23.9	25.3	24.5
Did not know	8.2	4.5	4.7	6.2	6.0	5.6
Total	532.5	547.4	530.9	521.5	557.1	598.8
PERSONS						
Wanted to work and were actively looking for work	31.1	33.6	65.7	55.3	57.6	46.7
Wanted to work but were not actively looking for work and were available to start work within four weeks	665.3	691.4	656.0	653.1	694.9	772.7
<i>Main reason for not actively looking for work—</i>						
Had a job to go to	34.7	23.9	19.1	20.1	19.8	26.1
Personal reasons	258.7	280.1	256.2	274.5	279.0	296.1
Own ill health/physical disability/pregnancy	61.1	76.2	69.6	79.2	78.9	65.0
Attending an educational institution	119.8	128.2	111.0	122.1	124.1	155.1
Had no need to work	36.8	32.7	35.9	34.9	42.5	41.5
Give others a chance	5.2	6.4	*3.8	*3.1	5.1	7.9
Welfare payments/pension may be affected	20.4	17.7	16.9	16.3	13.6	11.6
Moved house/holidays	15.3	19.0	19.0	19.0	14.8	14.9
Family reasons	238.9	242.0	243.2	227.6	239.7	254.5
Ill health of other than self	12.9	12.7	12.7	11.4	11.3	14.0
Childcare	185.4	189.2	192.0	177.1	179.0	196.5
Other family considerations	40.5	40.2	38.6	39.1	49.4	44.1
Discouraged jobseekers	94.4	92.0	83.8	76.1	100.9	138.2
Considered too young or too old by employers	35.1	35.4	32.5	30.8	38.6	28.8
Difficulties with language or ethnic background	4.2	6.0	6.5	*3.8	9.2	7.3
Lacked necessary schooling/training/skills/experience	12.5	12.6	14.6	10.6	14.1	13.3
No jobs in locality or line of work	31.1	29.7	23.0	25.7	29.9	48.4
No jobs at all	11.6	8.4	7.2	5.2	9.0	40.3
No jobs in suitable hours	11.8	14.7	10.7	10.6	11.0	13.4
Other reasons	28.9	32.8	36.7	36.4	37.3	38.0
Did not know	9.0	5.9	6.3	7.7	7.2	6.4
Total	696.4	725.0	721.7	708.4	752.5	819.3

Source: Persons Not In the Labour Force, Australia, September 1991 (6220.0).

TABLE 5.6. PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE : MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, INTENTION TO LOOK FOR WORK IN THE NEXT TWELVE MONTHS AND TYPE OF WORK PREFERRED, AUSTRALIA, SEPTEMBER 1991
(^{'000})

	<i>Intention to look for work in the next twelve months</i>			<i>Not asked(a)</i>	<i>Type of work preferred</i>		
	<i>Intended to look</i>	<i>Did not intend to look</i>	<i>Did not know/might look</i>		<i>Full-time</i>	<i>Part-time</i>	<i>Total(b)</i>
Wanted to work and were actively looking for work	..	..	..	46.7	30.2	15.4	46.7
Were available to start work within four weeks	..	..	..	24.1	12.9	10.5	24.1
Were not available to start work within four weeks	..	..	..	22.5	17.3	4.8	22.5
Wanted to work but were not actively looking for work and were available to start work within four weeks	369.1	203.2	174.1	26.1	172.5	563.1	772.5
<i>Main reason for not actively looking for work—</i>							
Had a job to go to	..	..	..	26.1	10.1	15.4	26.1
Personal reasons	168.9	65.4	61.8	..	77.3	208.4	296.1
Own ill health/physical disability/pregnancy	30.2	17.9	16.9	..	20.7	39.7	65.0
Attending an educational institution	109.6	20.1	25.4	..	42.2	110.6	155.1
Had no need to work	11.6	16.9	13.0	..	* 4.1	36.0	41.5
Give others a chance	* 1.6	* 3.9	* 2.5	..	* 0.7	6.8	7.9
Welfare payments/pension may be affected	* 3.4	5.7	* 2.6	..	* 2.5	8.6	11.6
Moved house/holidays	12.6	* 0.9	* 1.4	..	7.0	6.6	14.9
Family reasons	90.4	89.3	74.7	..	33.6	211.6	254.4
Ill health of other than self	* 4.1	4.5	5.4	..	* 1.7	11.4	14.0
Childcare	70.2	71.9	54.4	..	25.8	164.1	196.5
No childcare in locality	* 4.4	4.6	* 3.9	..	* 2.5	10.4	12.9
No childcare available at all	* 2.0	* 2.6	* 0.6	..	* 1.0	* 3.9	5.2
Cost/too expensive	16.9	22.3	12.1	..	8.2	41.1	51.3
Booked out/no places available	* 1.2	* 0.7	* 2.0	..	* 0.6	* 3.1	* 3.9
Children too young/too old	16.5	8.6	9.4	..	4.5	28.9	34.5
Prefers to look after children	23.8	30.2	21.5	..	7.1	66.2	75.5
Quality of childcare unsuitable	* 2.6	* 0.9	* 2.0	..	* 0.5	4.6	5.4
Other	* 3.0	* 1.9	* 3.0	..	* 1.4	6.1	7.9
Other family considerations	16.1	13.0	14.9	..	6.0	36.1	43.9
Discouraged jobseekers	72.2	37.1	28.8	..	35.0	89.5	138.2
No jobs in suitable hours	9.1	* 2.1	* 2.2	..	* 0.3	12.9	13.4
Other reasons	24.4	8.4	5.2	..	14.6	21.2	38.0
Did not know	* 4.1	* 0.9	* 1.5	..	* 1.4	* 4.1	6.4
Total	369.1	203.2	174.1	72.8	202.7	578.4	819.2

(a) Comprises persons who took active steps to find work and persons who had a job to go to. (b) Includes 'no preference'.

Source: *Persons Not in the Labour Force, Australia, September 1991* (6220.0).

TABLE 5.7. PERSONS NOT IN THE LABOUR FORCE(a) : OCCUPATION IN LAST JOB AND MAIN ACTIVITY,
AUSTRALIA, SEPTEMBER 1991
(^{'000})

Occupation in last job	Main activity						Total
	Home duties/ childcare	Attending an educational institution	Retired/ voluntarily inactive	Own illness/ injury; own disability/ handicap	Worked in unpaid voluntary job	Other	
MALES							
Last job less than 20 years ago	54.4	127.7	421.2	173.4	10.4	41.9	829.0
Managers and administrators	5.0	* 2.1	64.3	12.5	* 1.9	4.8	90.5
Professionals	* 3.0	13.5	35.9	6.0	* 1.6	* 3.1	63.2
Para-professionals	* 2.6	* 3.9	27.4	5.8	* 0.2	* 3.9	43.8
Tradespersons	13.2	8.6	89.2	45.2	* 2.3	10.0	168.5
Clerks	* 2.8	11.7	40.0	8.6	* 1.4	* 2.3	66.8
Salespersons and personal service workers	* 3.7	23.4	25.4	8.3	* 1.1	* 2.5	64.4
Plant and machine operators, and drivers	9.1	6.7	49.1	26.4	* 1.3	5.0	97.6
Labourers and related workers	14.9	57.9	89.8	60.5	* 0.6	10.4	234.2
Last job 20 or more years ago	* 1.3	* 0.0	6.4	9.3	* 0.0	* 0.3	17.2
Had never had a job	* 2.1	252.4	* 2.1	12.5	* 0.9	* 1.6	271.7
Total	57.8	380.1	429.6	195.1	11.3	43.8	1,117.8
FEMALES							
Last job less than 20 years ago	1,261.4	112.6	141.1	45.7	23.7	44.1	1,628.6
Managers and administrators	49.3	* 0.5	14.8	* 2.1	* 2.6	* 3.6	72.9
Professionals	77.8	10.7	9.3	* 3.1	* 3.1	* 3.4	107.4
Para-professionals	46.8	* 3.2	6.9	* 1.2	* 1.5	* 1.3	60.9
Tradespersons	58.3	* 4.0	9.2	* 2.4	* 1.2	* 1.1	76.2
Clerks	328.9	21.2	37.0	9.3	5.1	11.2	412.6
Salespersons and personal service workers	302.7	49.6	21.0	8.7	5.1	10.6	397.8
Plant and machine operators, and drivers	80.5	* 3.0	7.3	* 4.1	* 0.7	* 2.2	97.7
Labourers and related workers	317.2	20.4	35.7	14.7	* 4.4	10.8	403.2
Last job 20 or more years ago	344.4	* 0.2	48.0	10.8	6.8	7.8	418.1
Had never had a job	126.6	233.8	10.1	14.5	* 1.8	* 2.0	388.8
Total	1,732.3	346.6	199.3	71.0	32.4	53.9	2,435.5
PERSONS							
Last job less than 20 years ago	1,315.8	240.3	562.3	219.0	34.1	86.0	2,457.6
Managers and administrators	54.3	* 2.6	79.1	14.6	4.5	8.4	163.4
Professionals	80.9	24.2	45.2	9.1	4.7	6.5	170.6
Para-professionals	49.4	7.1	34.3	6.9	* 1.7	5.2	104.6
Tradespersons	71.5	12.5	98.4	47.7	* 3.5	11.0	244.7
Clerks	331.7	32.8	77.0	17.9	6.5	13.5	479.4
Salespersons and personal service workers	306.4	73.0	46.5	17.0	6.3	13.1	462.2
Plant and machine operators, and drivers	89.6	9.7	56.4	30.5	* 2.0	7.1	195.3
Labourers and related workers	332.1	78.3	125.4	75.3	5.1	21.2	637.4
Last job 20 or more years ago	345.6	* 0.2	54.4	20.1	6.8	8.1	435.3
Had never had a job	128.7	486.2	12.2	27.0	* 2.7	* 3.6	660.5
Total	1,790.2	726.7	628.9	266.2	43.7	97.7	3,553.3

(a) Excludes students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc.

Source: Persons Not in the Labour Force, Australia, September 1991 (6220.0).

Discouraged Jobseekers

In September 1991 there were an estimated 138,200 discouraged jobseekers, an increase of 37 per cent compared with September 1990. Discouraged jobseekers are persons with marginal attachment to the labour force who want to work, and were available to start within four weeks, but are not actively looking for work. The proportion of discouraged jobseekers as a component of all persons not in the labour force has increased from 2.7 per cent in September 1987 to 3.8 per cent in September 1991.

The number of discouraged jobseekers who believed that there were 'no jobs at all' has more than quadrupled from the September 1990 estimate of 9,000 persons to 40,300 persons at September 1991. Of these persons, 78 per cent were female.

The most frequently reported previous occupation of discouraged jobseekers whose last job was less than 20 years ago was 'Labourers and related workers' (24%). Twelve per cent of discouraged jobseekers had never had a job.

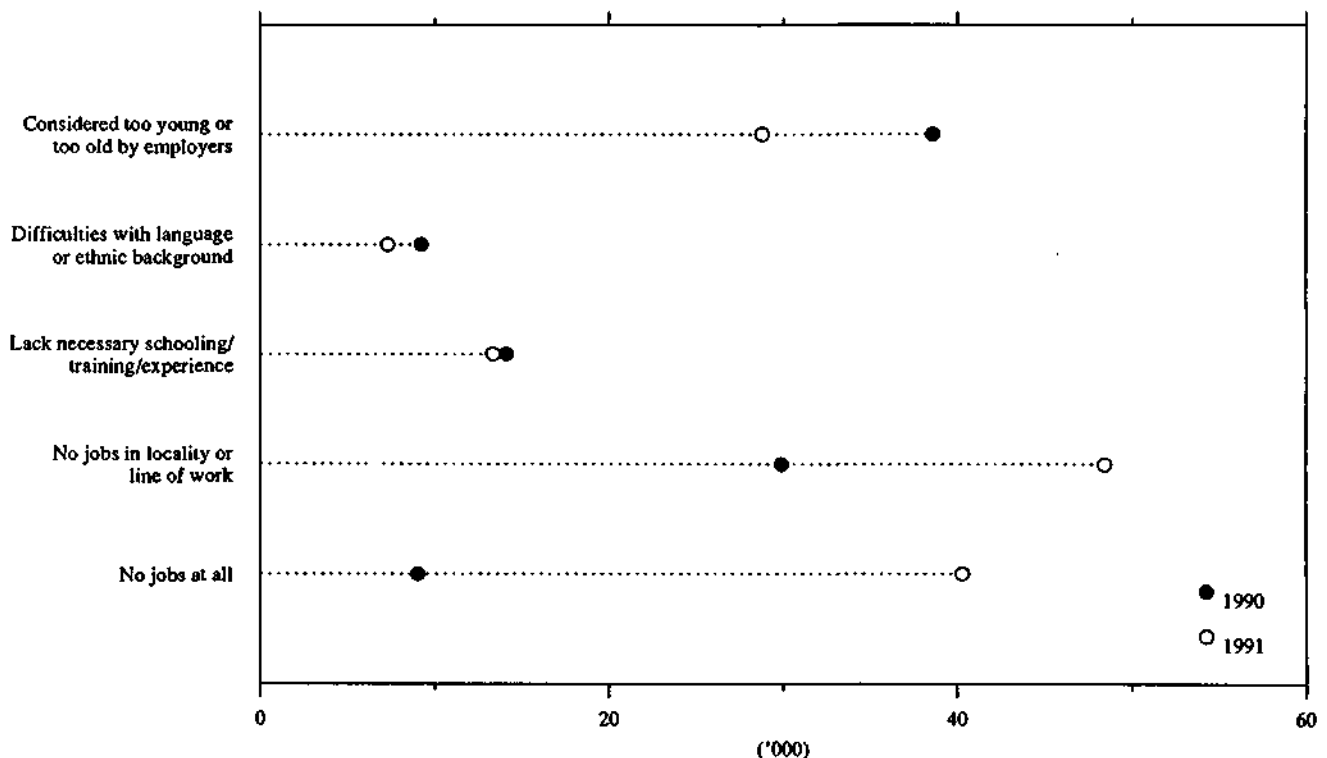
Some 42 per cent of discouraged job seekers were in the 45 to 64 age group — this age group comprises only 18 per cent of unemployed persons.

TABLE 5.8. PERSONS NOT IN THE LABOUR FORCE WHO WERE DISCOURAGED JOBSEEKERS: AGE, AUSTRALIA, MARCH 1987 TO SEPTEMBER 1991 ('000)

Age group	March 1987	March 1988	Sept. 1988	Sept. 1989	Sept. 1990	Sept. 1991
15-19	6.7	7.9	8.0	5.5	6.8	14.5
20-24	*3.1	*2.7	*3.5	*3.6	5.4	7.2
25-34	11.7	15.3	12.8	10.2	14.8	19.3
35-44	21.8	19.0	15.3	13.9	18.9	28.0
45-54	18.6	15.4	14.8	15.0	19.2	30.2
55-64	23.1	22.3	22.3	20.2	24.3	28.5
65-69	9.4	9.5	7.1	7.7	11.6	10.4
Total	94.4	92.0	83.8	76.1	100.9	138.2

Source: *Persons Not in the Labour Force, Australia, September 1991* (6220.0).

CHART 5.2. DISCOURAGED JOBSEEKERS: REASONS FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, SEPTEMBER 1990 AND 1991



Source: *Persons Not in the Labour Force, Australia, September 1991* (6220.0).

Transition from Education to Work

In the twelve months to May 1991, the number of persons not in the labour force aged 15 to 64 who were attending an educational institution at the time of the survey increased by 11 per cent (75,800). The estimates of persons in this group attending school increased by 10 per cent (42,900) while those attending higher education institutions increased by 18 per cent (30,700). The corresponding estimates for the period May 1986 to 1991 show an increase of 23 per cent (144,200) for total students attending, with the numbers of persons at school and those in higher education up by 17 per cent (66,800) and 58 per cent (74,200) respectively.

TABLE 5.9. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE : WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF EDUCATIONAL INSTITUTION ATTENDING, AUSTRALIA, MAY 1986 TO MAY 1991 ('000)

Type of educational institution attending	May 1986	May 1987	May 1988	May 1989	May 1990	May 1991
MALES						
Attending	301.1	330.0	353.7	347.4	331.5	382.4
School	205.0	229.0	235.7	220.1	216.9	239.2
Higher Education	64.9	70.6	79.0	90.2	79.8	103.0
TAFE	22.5	24.2	31.2	27.8	25.3	32.0
Other tertiary	8.7	6.2	7.8	9.0	9.6	8.2
Not attending	464.2	468.9	476.8	463.5	469.1	475.4
Total	765.3	798.9	830.5	810.8	800.7	857.8
FEMALES						
Attending	336.5	371.5	391.8	379.3	374.4	399.3
School	187.2	214.0	214.3	205.3	199.1	219.7
Higher Education	63.8	74.1	83.7	83.8	92.5	99.8
TAFE	58.8	63.2	70.6	61.2	55.7	54.5
Other tertiary	26.7	20.2	23.2	28.7	27.2	25.2
Not attending	1,872.6	1,848.4	1,814.7	1,752.4	1,723.6	1,734.0
Total	2,209.1	2,219.9	2,206.5	2,131.8	2,098.0	2,133.3
PERSONS						
Attending	637.6	701.5	745.6	726.7	706.0	781.8
School	392.1	443.0	450.0	426.2	416.0	458.9
Higher Education	128.7	144.7	162.7	174.0	172.2	202.9
TAFE	81.4	87.4	101.8	89.0	81.0	86.6
Other tertiary	35.4	26.4	31.0	37.6	36.7	33.4
Not attending	2,336.8	2,317.3	2,291.5	2,215.9	2,192.7	2,209.3
Total	2,974.4	3,018.9	3,037.1	2,942.6	2,898.7	2,991.1

Source: Transition from Education to Work, Australia, May 1991 (6227.0).

TABLE 5.10. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE : EDUCATIONAL ATTAINMENT, AUSTRALIA, MAY 1989 TO MAY 1991 ('000)

Educational attainment	Males			Females			Persons		
	1989	1990	1991	1989	1990	1991	1989	1990	1991
With post-school qualifications	197.9	185.7	191.8	451.2	444.8	464.9	649.1	630.4	656.8
Degree	33.9	29.4	34.0	58.8	56.9	64.3	92.7	86.4	98.3
Trade qualification	106.2	100.3	99.3	50.1	47.1	43.6	156.2	147.5	142.9
Certificate or diploma	54.1	54.1	55.9	334.6	333.8	350.9	388.7	388.0	406.8
Other	3.7	*1.8	*2.7	7.7	6.8	6.0	11.4	8.6	8.7
Without post-school qualifications(a)	392.5	398.1	426.8	1,474.8	1,454.2	1,448.7	1,867.4	1,852.3	1,875.4
Attended highest level of secondary school available	123.1	126.9	156.1	305.7	351.7	359.5	428.8	478.6	515.6
Attending a tertiary institution in May	81.3	76.4	98.7	83.1	86.9	95.4	164.4	163.3	194.0
Did not attend highest level of secondary school available	267.2	266.4	268.6	1,161.5	1,089.2	1,079.8	1,428.7	1,355.6	1,348.4
Attending a tertiary institution in May	14.5	15.7	16.6	41.7	36.8	35.1	56.2	52.6	51.7
Still at school	220.4	216.9	239.2	205.8	199.1	219.7	426.2	416.0	458.9
Total	810.8	800.7	857.8	2,131.8	2,098.0	2,133.3	2,942.6	2,898.7	2,991.1

(a) Includes persons who never attended school and those for whom attendance at a secondary school could not be determined.

Source: Transition from Education to Work, Australia, May 1991 (6227.0).

CHAPTER 6

AWARD RATES, EARNINGS, LABOUR COSTS, AND EMPLOYMENT BENEFITS

This chapter provides a range of data on the returns for and costs of labour. Emphasis is given to wages and salaries, and such statistics produced by the ABS are usually referred to as earnings.

Statistics are presented on award rates of pay, the distribution and composition of weekly earnings, employment benefits and labour costs.

Award Rates of Pay Indexes

Award rates of pay indexes are based on minimum rates of pay fixed by law, agreement or arbitration. Unlike the statistics of earnings which show the actual *levels* and *movements* over time for industries, full-time and part-time males and females, the indexes of minimum weekly and hourly rates of pay are designed to measure only the relative *changes* in award rates for full-time adult males and females.

Indexes of minimum weekly and hourly award rates of pay cover all full-time adult wage and salary earners whose minimum rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

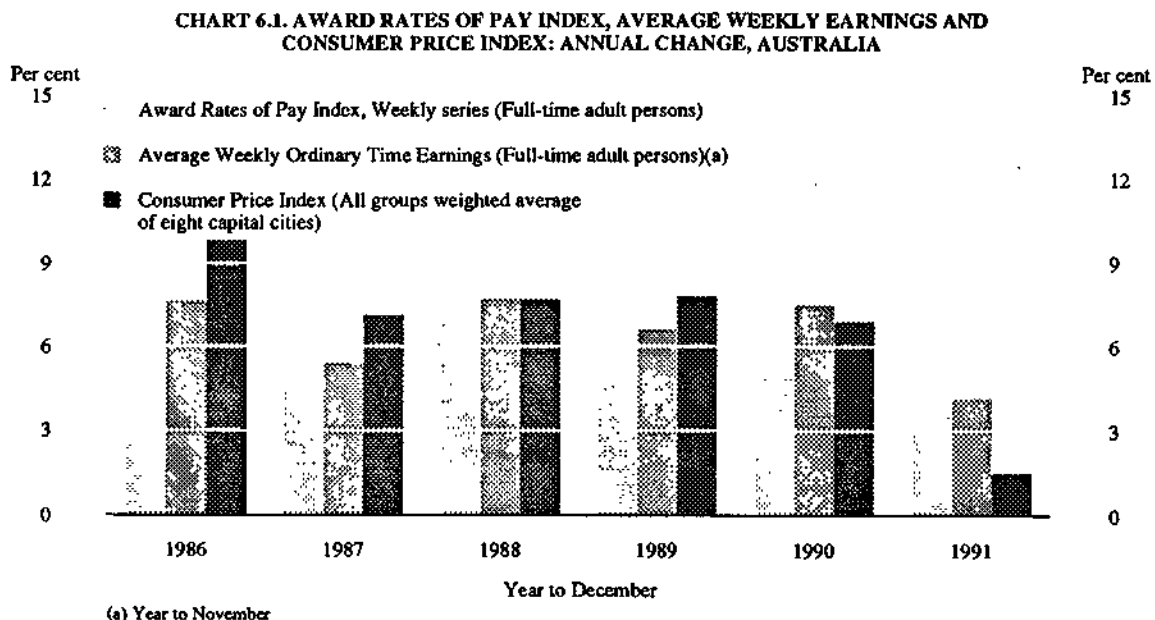
The present series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. That series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. In May 1990, details of award coverage were collected to give a more up to date picture of the numbers of employees covered by awards, determinations and collective agreements or unregistered agreements.

Over the 12 months to December 1991, the weekly award rates of pay indexes rose by 3.4 per cent for full-time adult males and 3.6 per cent for full-time adult females.

For full-time adult males and full-time adult females the largest movements over the period occurred in the Wholesale and retail trade industry (4.7% and 4.5% respectively), the Community services industry (4.0% and 3.8% respectively) and the Manufacturing industry (3.6% and 4.0% respectively).

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (4.2%), Professionals and Para-professionals (both 3.8%) and for full-time adult female Professionals (4.1%) and Salespersons and personal service workers (3.9%).

The following chart shows the annual change in award rates of pay, average weekly ordinary time earnings and the Consumer Price Index. Between December 1990 and 1991, the Consumer Price Index (CPI) increased by 1.5 per cent. During the same period weekly award rates of pay increased by 3.4 per cent (full-time adult wage and salary earners), while average weekly ordinary time earnings for persons increased by 4.2 per cent.



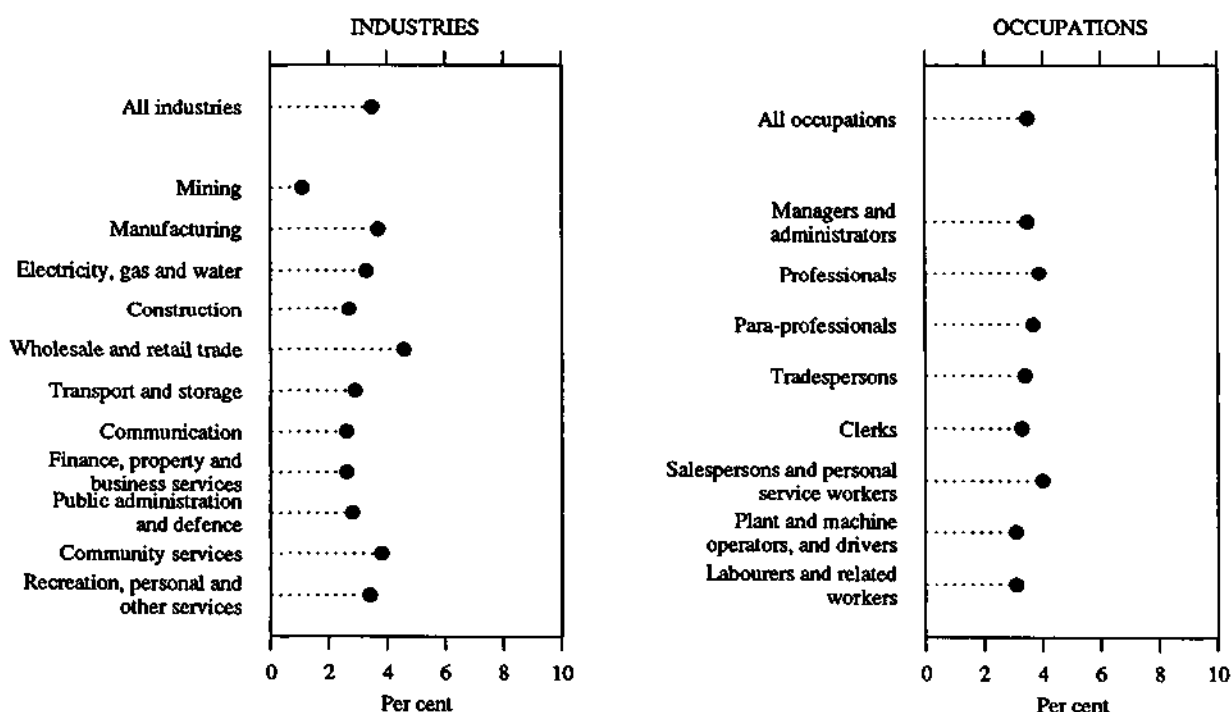
Source: Award Rates of Pay Indexes (6312.0); Average Weekly Earnings, States and Australia (6302.0); Consumer Price Index, Australia (6401.0).

TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : AUSTRALIA
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1986—						
March	103.8	103.8	103.8	103.8	103.9	103.8
June	103.8	104.2	104.0	103.9	104.3	104.0
September	106.2	106.7	106.4	106.3	106.8	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
1987—						
March	109.7	110.3	109.9	109.8	110.5	110.0
June	109.7	110.4	109.9	109.8	110.9	110.2
September	110.2	110.6	110.3	110.2	111.2	110.6
December	111.6	112.0	111.7	111.8	112.6	112.1
1988—						
March	114.4	114.9	114.5	114.7	115.9	115.0
June	114.8	115.3	114.9	115.0	116.3	115.4
September	118.2	119.0	118.5	118.5	120.1	119.0
December	119.0	120.2	119.4	119.4	121.4	120.1
1989—						
March	121.9	123.0	122.2	122.3	124.4	123.0
June	122.4	123.8	122.8	123.0	125.3	123.7
September	123.4	124.6	123.8	124.0	126.2	124.7
December	126.5	127.6	126.8	127.1	129.3	127.8
1990—						
March	127.7	128.9	128.1	128.4	130.6	129.1
June	130.2	131.7	130.6	130.9	133.4	131.7
September	131.5	133.4	132.1	132.4	135.2	133.3
December	132.3	134.4	133.0	133.3	136.2	134.2
1991—						
March	132.8	135.1	133.5	133.9	137.0	134.8
June	133.2	135.6	133.9	134.2	137.4	135.2
September	136.3	138.7	137.0	137.3	140.6	138.3
December	136.8	139.2	137.6	137.9	141.2	138.9

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.2. AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES,
ANNUAL PERCENTAGE CHANGE, AUSTRALIA,
DECEMBER 1990 TO DECEMBER 1991



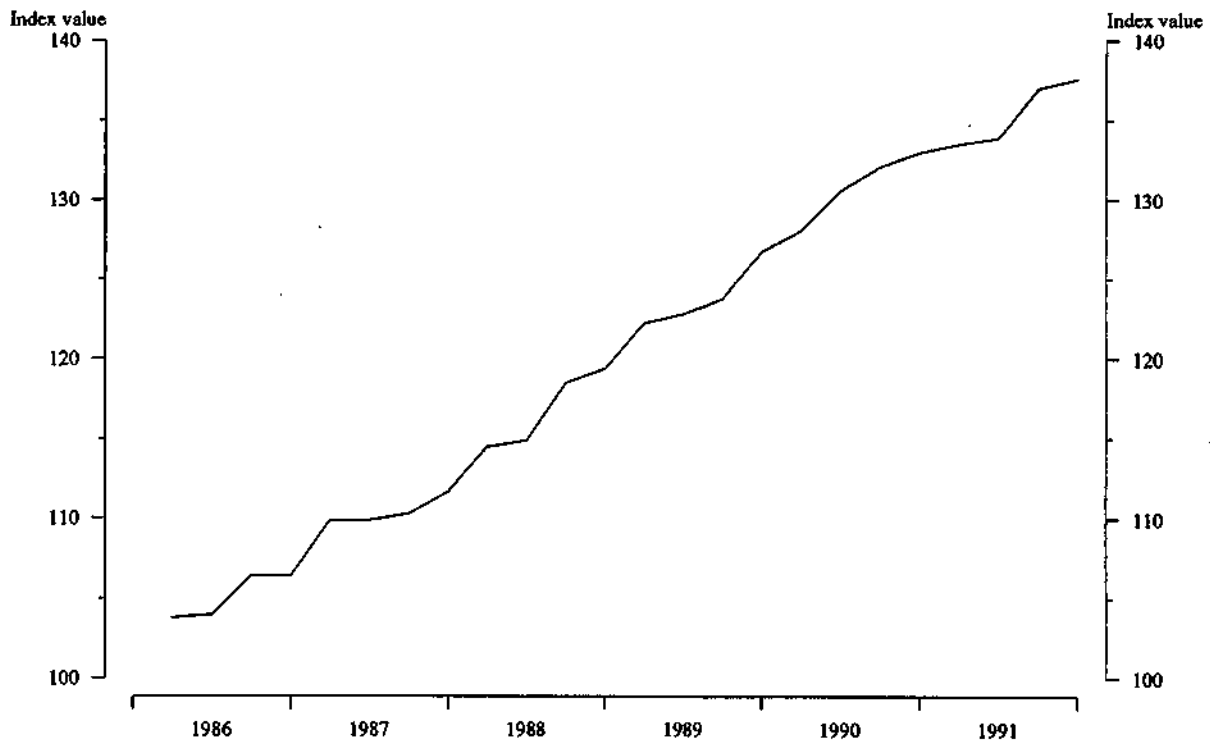
Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : INDUSTRY AND OCCUPATION, AUSTRALIA, DECEMBER
(Base : June 1985 = 100.0)

Industry	Males			Females			Persons		
	1989r	1990r	1991	1989r	1990r	1991	1989r	1990r	1991
Total	126.5	132.3	136.8	127.6	134.4	139.2	126.8	133.0	137.6
<i>Industry—</i>									
Mining	130.2	133.0	134.5	..	..	..	130.1	133.0	134.5
Manufacturing	127.9	134.6	139.5	130.0	137.3	142.8	128.4	135.2	140.2
Electricity, gas and water	124.3	128.7	133.0	..	..	..	124.4	128.7	132.9
Construction	126.8	132.1	135.5	..	..	..	126.7	132.0	135.6
Wholesale and retail trade	127.1	134.5	140.8	127.5	133.6	139.6	127.2	134.2	140.4
Transport and storage	126.5	131.6	135.4	124.6	130.8	134.7	126.3	131.5	135.3
Communication	127.5	131.4	134.7	129.4	135.0	138.5	127.9	132.2	135.6
Finance, property and business services	124.2	128.9	132.0	124.3	130.0	133.6	124.3	129.4	132.8
Public administration and defence	125.7	130.2	133.8	127.7	132.0	135.5	126.2	130.6	134.2
Community services	124.4	131.2	136.5	128.2	135.9	141.0	126.4	133.7	138.8
Recreational, personal and other services	125.8	133.4	138.1	126.3	133.3	137.8	126.0	133.4	137.9
<i>Occupation—</i>									
Managers and administrators	123.7	129.1	133.6	126.7	133.8	138.8	124.3	130.1	134.6
Professionals	123.5	130.3	135.2	124.8	133.9	139.4	124.0	131.7	136.8
Para-professionals	125.2	130.5	135.4	133.4	141.3	146.4	127.7	133.8	138.7
Tradespersons	127.2	133.3	137.8	128.4	134.7	139.3	127.3	133.4	137.9
Clerks	125.5	130.7	134.6	126.3	131.9	136.6	126.0	131.4	135.7
Salespersons and personal service workers	126.1	132.5	138.1	129.1	136.1	141.4	127.6	134.3	139.7
Plant and machine operators and drivers	128.2	134.1	138.3	133.1	141.0	145.9	128.9	135.2	139.4
Labourers and related workers	127.8	133.5	137.6	127.4	133.8	137.9	127.7	133.6	137.7

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.3. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES, AUSTRALIA, MARCH 1986 TO DECEMBER 1991



Source: Award Rates of Pay Indexes, Australia (6312.0).

Average Weekly Earnings

Average weekly earnings are produced from surveys of employers conducted quarterly and annually. The average weekly earnings series provides information on: ordinary time earnings for full-time adults (males, females and persons); total earnings for full-time adults (males, females and persons); and total earnings for all employees (males, females and persons). These data are available by sector, industry and States and Territories.

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of earnings are obtained from a survey of employers conducted annually in May. This survey provides more detail in terms of industries as well as information on earnings for different occupational groupings.

Other statistics on earnings are obtained from a household survey conducted in August each year. This survey is a supplement to the ABS monthly labour force survey and is conducted primarily to obtain statistics on the distribution of employees, classified by characteristics such as marital status, sex, age and whether the earnings came from the main job or any second job. Care should be exercised when comparing the mean (average) weekly earnings derived from this survey with average weekly earnings from the surveys of employers because of important differences in scope and methodology.

In the 12 months to November 1991, average weekly ordinary time earnings for full-time adult persons increased by 4.2 per cent to \$578.80. The percentage increase for females was 5.3 per cent and for males 3.9 per cent.

During this period, average weekly ordinary time earnings for full-time adults increased at a higher rate in the public sector (5.1%) than in the private sector (3.8%).

There are many factors which can cause increases in average weekly earnings. In the year to November 1991 the major influences on wages were the National Wage Case decisions of August 1990 and April 1991 and changes in the composition of the wage and salary segment of the labour force.

Average weekly ordinary time and total earnings vary across industries. In November 1991, the average weekly total earnings for full-time adult male employees was highest in the Mining industry (\$960.70) and lowest in the Textiles; Clothing and footwear industry (\$536.30) and for female employees was also highest in the Mining industry (\$606.50) and lowest in the Textiles; Clothing and footwear industry (\$387.00).

Average weekly ordinary time and total earnings also vary considerably across occupations, with earnings generally reflecting associated skills levels. In May 1991, for example, full-time adult managers and administrators had estimated average weekly earnings of \$816.50, while labourers and related workers had the lowest average weekly total earnings of any occupation group (\$473.30). Differences in amounts of overtime influence some industries and occupations to a greater extent.

In the five years since November 1986, average weekly total earnings for full-time adult male employees has increased by 34 per cent from \$488.60 to \$654.20 while full-time adult females increased by 38 per cent from \$382.00 to \$527.40.

Average weekly earnings for all employees in the five years has increased more in percentage terms for females than for males. Females rose from \$287.60 to \$393.20, an increase of 37 per cent while males increased 32 per cent from \$446.30 to \$589.70.

Since 1986 ordinary time earnings for full-time adult males rose from \$452.10 to \$612.20, an increase of 35 per cent and full-time adult females increased 38 per cent from \$372.70 to \$514.80.

The relative distribution of earnings for all male and all female employees reveals a concentration of females in the lower earnings ranges, with males predominating in the higher earnings ranges. The distribution pattern reflects structural differences in employment, such as the concentration of females in lower paid industries and occupations, and the significantly higher levels of average male overtime earnings.

CHART 64. AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA



Source: Average Weekly Earnings, States and Australia (6302.0).

TABLE 63. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
	—dollars—								
November—									
1986	452.10	488.60	446.30	372.70	382.00	287.60	427.20	455.20	380.60
1987	477.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
1989	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
1990	589.20	635.80	578.20	488.90	501.20	377.90	555.60	590.60	490.60
1991—									
February	597.70	642.50	585.60	499.80	511.90	385.70	564.20	597.80	496.90
May	592.00	632.70	569.90	500.50	512.40	378.90	560.80	591.70	484.30
August	599.50	637.90	575.40	506.40	517.70	384.10	567.70	596.80	489.30
November	612.20	654.20	589.70	514.80	527.40	393.20	578.80	610.70	501.30
Annual change—									
November—									
1986	7.7	7.7	7.8	7.9	8.0	7.1	7.6	7.6	7.0
1987	5.6	5.7	5.3	5.2	5.2	6.6	5.4	5.4	5.6
1988	7.4	8.2	7.5	8.9	9.4	7.2	7.7	8.5	7.0
1989	6.7	6.6	6.9	6.5	6.4	6.3	6.5	6.4	6.3
1990	7.7	6.7	7.1	7.6	7.2	8.2	7.5	6.7	7.3
1991—									
February	7.5	7.0	7.2	8.1	7.7	7.6	7.5	7.0	6.9
May	4.5	3.2	2.5	6.4	6.1	4.7	5.0	3.9	3.0
August	4.4	2.9	2.3	6.3	5.9	5.2	4.9	3.7	3.1
November	3.9	2.9	2.0	5.3	5.2	4.1	4.2	3.4	2.2

Source: Average Weekly Earnings, States and Australia (6302.0).

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1991

	Adult			Junior			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
WEEKLY EARNINGS(\$)									
Award or agreed base rate of pay	521.70	478.60	506.10	274.60	271.50	273.10	507.30	460.70	490.10
Payment by measured result	7.90	1.90	5.80	*1.40	*0.70	1.10	7.50	1.80	5.40
Overaward pay	10.90	6.70	9.40	4.10	2.90	3.50	10.50	6.30	9.00
Total ordinary time	540.50	487.20	521.20	280.00	275.00	277.70	525.40	468.80	504.50
Overtime	55.10	11.30	39.30	16.00	6.00	11.40	52.80	10.80	37.30
Total	595.60	498.50	560.50	296.00	281.10	289.00	578.20	479.70	541.90
PERCENTAGE OF EARNINGS									
Award or agreed base rate of pay	87.6	96.0	90.3	92.7	96.6	94.5	87.7	96.0	90.4
Payment by measured result	1.3	0.4	1.0	*0.5	*0.2	0.4	1.3	0.4	1.0
Overaward pay	1.8	1.3	1.7	1.4	1.0	1.2	1.8	1.3	1.7
Total ordinary time	90.7	97.7	93.0	94.6	97.8	96.1	90.9	97.7	93.1
Overtime	9.3	2.3	7.0	5.4	2.1	3.9	9.1	2.3	6.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

TABLE 6.5. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1991

	Average weekly total earnings (\$)								
	Average weekly ordinary time earnings						Average weekly hours paid for		
	Award or agreed base rate of pay	Payment by measured result	Over award pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
PRIVATE									
Males	495.30	11.60	15.80	522.60	65.70	588.30	37.9	3.1	41.0
Females	440.20	3.10	10.40	453.70	12.60	466.30	37.8	0.7	38.5
Persons	476.10	8.60	13.90	498.60	47.20	545.70	37.9	2.3	40.1
PUBLIC									
Males	569.90	1.20	2.10	573.20	35.70	608.80	37.8	0.7	38.5
Females	539.20	0.10	0.80	540.00	9.30	549.30	37.1	0.4	37.5
Persons	558.10	0.80	1.60	560.50	22.50	586.00	37.3	1.1	38.4
TOTAL									
Males	521.70	7.90	10.90	540.50	55.10	595.60	37.7	2.6	40.3
Females	478.60	1.90	6.70	487.20	11.30	498.50	37.5	0.6	38.1
Persons	506.10	5.80	9.40	521.20	39.30	560.50	37.7	1.8	39.5

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES, OCCUPATION, AUSTRALIA, MAY 1991 (dollars)

	Average weekly total earnings					
	Adult males		Adult females		Adult persons	
	Full-time	All	Full-time	All	Full-time	All
Managers and administrators	853.50	845.60	657.70	623.00	816.50	799.60
Professionals	791.90	740.40	648.40	549.10	733.70	652.60
Para-professionals	686.10	668.80	618.10	511.30	665.60	604.00
Tradespersons	584.10	572.40	423.00	340.60	575.50	552.80
Clerks	559.10	538.40	468.20	403.40	499.10	441.30
Salespersons and personal service workers	565.60	496.90	447.40	310.40	510.20	378.80
Plant and machine operators, and drivers	599.80	573.40	396.70	366.80	567.20	537.40
Labourers and related workers	494.50	445.80	411.00	283.90	473.30	378.50
All occupations	640.50	606.20	511.00	404.60	596.80	518.70

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

TABLE 6.7. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS,
OCCUPATION, AUSTRALIA, MAY 1991
(per cent)

			Managers and admin- istrators	Pro- fessionals	Para- pro- fessionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	All occupa- tions
<i>Weekly total earnings (\$)—</i>											
Under 50			* 0.0	1.1	* 0.6	* 0.3	0.8	6.1	0.9	4.3	2.1
50 and under	100		* 0.1	2.5	1.2	0.8	2.3	11.0	1.6	6.3	3.8
100	"	150	* 0.5	2.4	1.9	1.0	2.5	7.0	1.3	5.4	3.2
150	"	200	* 0.7	1.5	1.5	2.8	4.2	7.4	1.3	7.1	3.9
200	"	250	0.9	1.9	1.9	4.5	4.5	7.6	1.6	6.3	4.2
250	"	300	0.8	2.2	2.5	3.8	5.7	6.7	2.2	5.3	4.2
300	"	320	1.1	0.9	0.8	2.4	2.5	2.9	1.7	2.9	2.1
320	"	340	* 0.6	0.9	1.1	2.4	2.6	3.5	2.3	4.3	2.5
340	"	360	0.9	0.7	0.9	3.1	3.3	4.7	4.5	5.7	3.2
360	"	380	1.5	0.9	1.6	4.6	5.1	4.6	4.0	7.5	4.1
380	"	400	1.1	1.1	1.4	4.0	6.7	3.8	7.1	6.2	4.3
400	"	420	3.2	1.4	1.7	5.6	6.6	4.1	6.1	5.7	4.6
420	"	440	0.8	1.5	2.3	4.3	6.4	3.1	5.7	4.0	3.8
440	"	460	1.6	1.8	2.9	5.0	6.5	3.1	6.8	4.1	4.2
460	"	480	1.7	1.8	2.8	4.6	5.6	2.6	4.9	3.3	3.6
480	"	500	1.9	2.6	3.4	4.5	5.4	2.5	4.3	3.1	3.6
500	"	520	3.2	3.3	4.8	4.8	5.1	2.9	3.0	2.4	3.7
520	"	540	2.5	2.3	4.0	3.9	3.5	1.9	3.2	2.1	2.9
540	"	560	2.1	2.9	4.3	4.2	3.0	2.0	2.6	1.9	2.8
560	"	580	2.3	2.9	5.1	2.6	2.6	1.4	2.6	1.4	2.5
580	"	600	1.5	2.6	4.2	2.3	2.5	1.2	3.0	1.2	2.2
600	"	620	3.2	3.6	4.9	3.1	1.9	1.4	3.0	1.2	2.5
620	"	640	1.8	4.7	4.6	2.1	1.7	1.1	2.3	0.9	2.2
640	"	660	2.1	3.7	4.2	2.4	1.3	0.7	2.1	1.1	2.0
660	"	680	4.2	3.9	4.2	1.5	1.5	0.9	2.2	0.7	2.1
680	"	700	2.2	4.5	3.2	1.7	1.1	0.6	1.3	0.5	1.7
700	"	720	2.6	5.3	3.3	1.4	0.6	0.6	1.9	0.5	1.8
720	"	740	2.4	5.4	3.2	1.2	0.6	0.5	1.2	0.6	1.7
740	"	760	2.3	3.3	2.7	1.1	0.4	0.4	1.7	0.5	1.3
760	"	780	3.4	2.8	2.5	0.9	0.7	0.5	1.3	0.5	1.3
780	"	800	2.6	1.8	1.6	0.9	0.3	* 0.2	1.0	0.4	0.9
800	"	850	7.8	5.6	3.6	1.9	0.6	0.8	2.2	0.7	2.4
850	"	900	5.4	3.1	2.8	1.6	0.5	0.5	1.7	0.6	1.7
900	"	950	5.2	2.4	1.9	1.9	0.3	0.4	1.5	* 0.3	1.4
950	"	1,000	4.6	2.4	1.7	3.8	0.3	0.4	0.9	* 0.3	1.5
1,000	"	1,100	6.9	2.6	1.7	1.1	0.3	0.4	1.5	0.4	1.4
1,100	"	1,200	3.7	1.8	0.8	0.8	* 0.1	* 0.1	1.2	* 0.2	0.9
1,200 and over			10.5	3.9	1.9	1.0	* 0.2	0.5	2.5	0.4	2.0
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

CHART 6.5. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF ALL EMPLOYEES, AUSTRALIA, MAY 1991

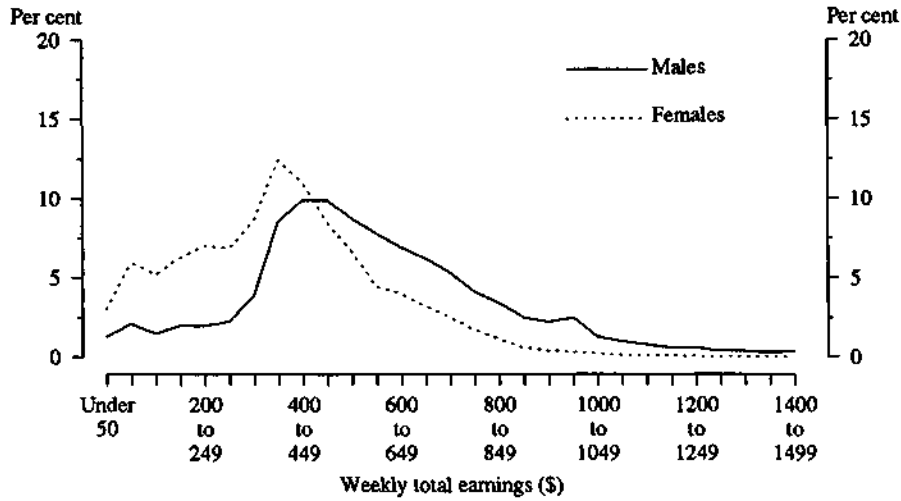


CHART 6.6. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1991

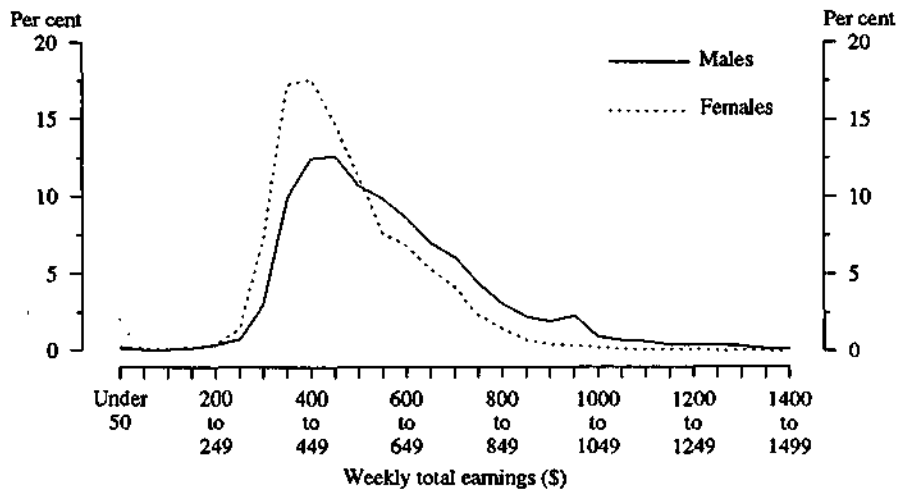
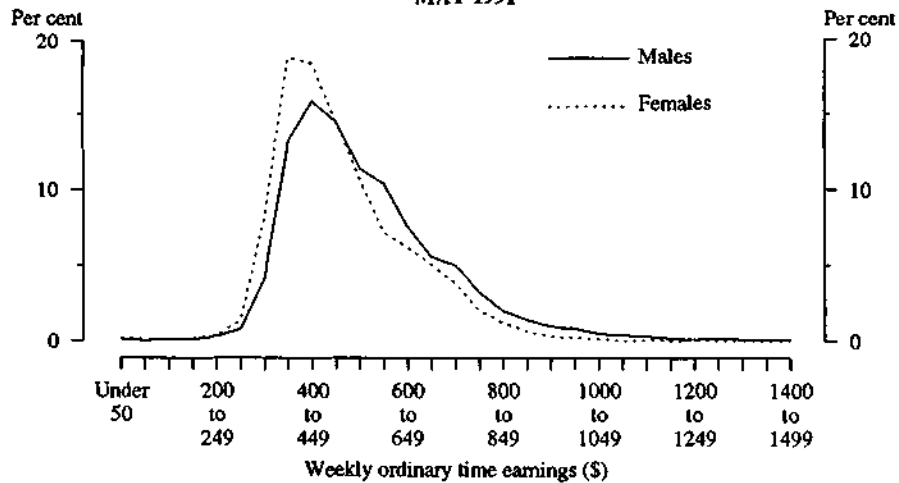


CHART 6.7. WEEKLY ORDINARY TIME EARNINGS: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA MAY 1991



Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).*

Weekly Earnings of Employees

Between August 1986 and July 1991, mean weekly earnings from all jobs for employees aged 15 and over increased from \$350 to \$464, representing a 33 per cent increase. The increase in the eleven months to July 1991 was \$20 (4.5%). This compares to an increase in the twelve months to August 1990 of \$21 (4.7%).

The rate of increase in mean weekly earnings is strongly influenced by the trend towards a greater proportion of part-time workers. Employees working less than 35 hours per week in all jobs as a proportion of total employees has increased by 3.6 percentage points since August 1986. Increases in mean weekly earnings for employees working less than 35 hours per week in all jobs were markedly different in this period. For female employees in this category, earnings from their main job increased by 32 per cent from \$158 in 1986 to \$208 in 1991, compared with an increase of 28 per cent in males' mean weekly earnings (from \$153 to \$196).

In July 1991, 78 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$533. Males comprised 66 per cent of full-time employees in main job, with mean weekly earnings of \$570. Female full-time employees in main job received \$461 on average. Approximately 40 per cent of females worked part-time in their main job compared with 8.5 per cent of males. Female part-time employees in main job received mean weekly earnings of \$210 compared with \$206 for males.

Mean weekly earnings of full-time workers varied across occupations with Labourers and related workers earning: males \$446, females \$352, Tradespersons: males \$489, females \$367, Managers and administrators: males \$748, females \$566 and Professionals: males \$747, females \$621.

Mean weekly earnings of full-time workers also varied according to industry with employees in the Mining industry earning more than those in other industries.

An estimated 159,800 employees worked in a second wage or salary job at July 1991. There were 70,900 male employees with a second job, and they received \$88 (median) in earnings from that job. Some 88,900 females had a second wage/or salary job; they received median weekly earnings of \$83.

Workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$597, with males earning \$641 and females \$503, on average. Male workers aged 15-19 received 48 per cent of the mean weekly earnings received by males aged 20 and over (\$276 compared to \$586). Female workers aged 15-19 earned 56 per cent of the mean weekly earnings received by females aged 20 and over (\$265 compared to \$476).

TABLE 6.8. ALL EMPLOYEES : MEAN WEEKLY EARNINGS OF EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK AND EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK IN ALL JOBS, AUSTRALIA, AUGUST 1986 TO JULY 1991
(dollars)

	<i>Employees working 35 hours or more per week in all jobs</i>			<i>Employees working less than 35 hours per week in all jobs</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<i>August—</i>									
1986	420	333	392	154	158	158	405	271	350
1987	446	355	417	161	170	168	427	285	368
1988	477	379	445	166	185	181	457	306	394
1989	521	411	485	170	189	185	496	326	423
1990(a)	546	435	509	180	202	198	520	345	444
<i>July—</i>									
1991	571	465	535	196	208	206	541	365	464

(a) The August 1990 survey excluded all persons aged 70 and over.

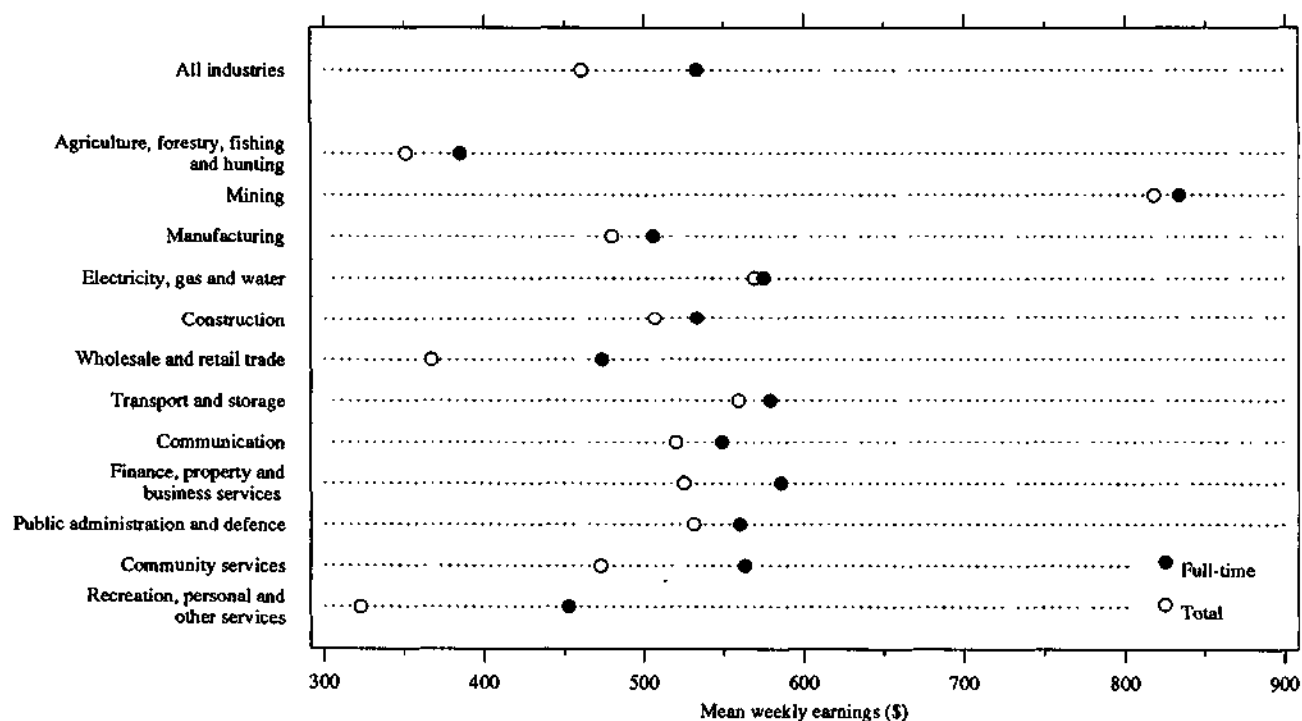
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.9. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1989, AUGUST 1990 AND JULY 1991
(dollars)

	Males			Females			Persons		
	1989	1990	1991	1989	1990	1991	1989	1990	1991
Total	519	545	570	409	432	461	484	507	533
<i>Occupation—</i>									
Managers and administrators	670	700	748	528	562	566	649	675	716
Professionals	680	712	747	558	574	621	637	661	701
Para-professionals	583	586	625	493	498	549	551	555	597
Tradespersons	453	477	489	335	346	367	444	467	481
Clerks	476	513	553	389	416	442	416	445	477
Salespersons and personal service workers	477	516	546	348	363	387	412	439	465
Plant and machine operators and drivers	503	522	535	337	348	348	478	497	508
Labourers and related workers	423	438	446	325	334	352	401	415	424
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	381	376	397	294	286	312	369	363	385
Mining	748	806	864	542	543	557	728	784	834
Manufacturing	491	516	531	375	401	420	465	491	506
Electricity, gas and water	536	549	584	395	443	496	524	539	575
Construction	515	532	538	381	416	435	506	523	533
Wholesale and retail trade	460	493	511	356	380	395	425	456	474
Transport and storage	540	557	602	427	438	461	520	536	579
Communication	493	530	571	393	436	476	470	508	549
Finance, property and business services	604	635	695	412	442	462	517	543	586
Public administration and defence	533	563	589	448	477	510	504	532	560
Community services	578	605	627	464	476	514	515	533	563
Recreation, personal and other services	469	483	489	357	370	408	418	430	453

Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*

CHART 6.8. MEAN WEEKLY EARNINGS IN MAIN JOB OF FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB BY INDUSTRY, AUSTRALIA, JULY 1991



Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*

Major Labour Costs

Major labour costs statistics are produced from an annual survey of employers which measures the costs incurred by employers which are directly associated with the employment of labour. Costs covered in this survey are: gross wages and salaries; severance, termination and redundancy payments; superannuation; workers' compensation; payroll tax; and fringe benefits tax; with the most recent data being for the year ended 30 June 1991.

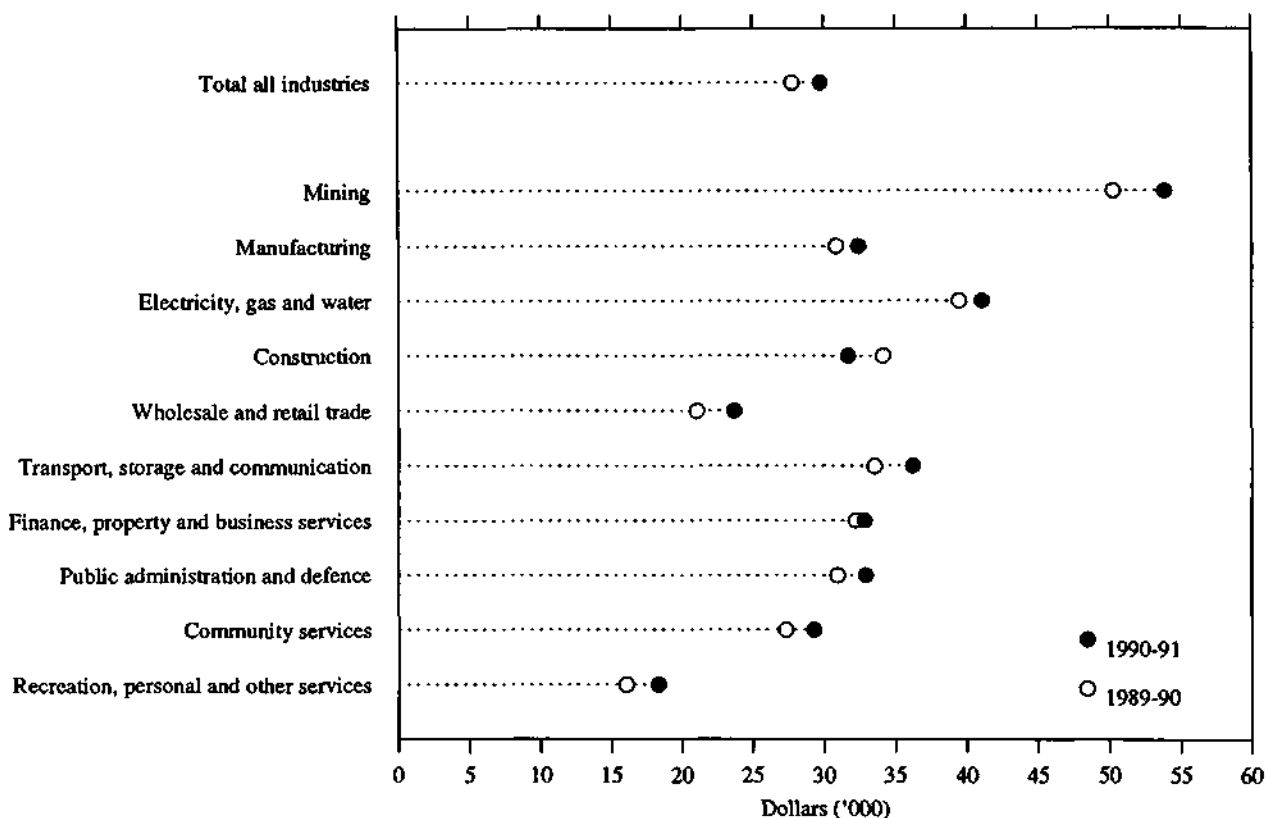
Average total major labour costs per employee increased by 6.9 per cent from \$27,827 in 1989-90 to \$29,734 in 1990-91. Although the Recreation, personal and other services industry recorded the greatest percentage increase in costs per employee over 1989-90 (up 14% to \$18,306), it still remained the industry with the lowest such costs.

The Mining industry continues to have the highest average total major labour costs per employee (\$53,855), with the next highest being the Electricity, gas and water industry (\$41,043).

In the private sector, average total major labour costs per employee in 1990-91 of \$27,788 showed an increase of 6.5 per cent on the 1989-90 estimate of \$26,086. Employers in the Recreation, personal and other services industry (up 14% to \$17,520) and the Wholesale and retail trade industry (up 13% to \$23,626) recorded the most notable increases, whereas employers in the Construction industry recorded a decrease of 9.7 per cent from \$33,967 in 1989-90 to \$30,682 in 1990-91.

The percentage of employees reported by employers to be covered by superannuation has risen from 67 per cent in 1989-90 to 76 per cent in 1990-91, with coverage in the private and public sectors increasing to 68 per cent and 93 per cent respectively over the same period.

CHART 6.9. AVERAGE TOTAL MAJOR LABOUR COSTS PER EMPLOYEE, BY INDUSTRY, AUSTRALIA, 1989-90 AND 1990-91



Source: *Labour Costs, Australia* (6348.0).

TABLE 6.10. MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1990-91

Other labour costs							
Industry	Earnings	Super-annuation	Payroll tax	Workers' compensation	Fringe benefits tax	Total other labour costs	Total major labour costs
TOTAL COSTS (\$ MILLION)							
Mining	3,611	188	201	109	53	551	4,161
Manufacturing	27,728	1,174	1,394	1,054	196	3,818	31,546
Electricity, gas and water	3,629	366	222	115	18	721	4,350
Construction	7,450	492	278	267	60	1,097	8,548
Wholesale and retail trade	24,830	1,015	970	489	206	2,680	27,510
Transport, storage and communication	13,006	1,184	681	393	69	2,328	15,334
Finance, property and business services	22,173	1,384	1,021	220	474	3,099	25,272
Public administration and defence	9,441	992	124	237	26	1,379	10,820
Community services	33,128	2,489	877	635	47	4,049	37,176
Recreation, personal and other services	6,822	248	188	129	29	594	7,415
Total	151,817	9,533	5,957	3,648	1,178	20,315	172,132
AVERAGE COSTS PER EMPLOYEE (\$)							
Mining	46,729	2,429	2,601	1,412	683	7,126	53,855
Manufacturing	28,466	1,205	1,431	1,082	201	3,920	32,386
Electricity, gas and water	34,240	3,451	2,098	1,087	166	6,802	41,043
Construction	27,602	1,821	1,031	991	221	4,064	31,666
Wholesale and retail trade	21,369	873	835	421	177	2,306	23,675
Transport, storage and communication	30,681	2,796	1,605	926	164	5,491	36,172
Finance, property and business services	28,795	1,797	1,326	286	616	4,025	32,820
Public administration and defence	28,715	3,018	378	720	80	4,195	32,910
Community services	26,042	1,957	689	499	37	3,183	29,224
Recreation, personal and other services	16,841	613	463	319	71	1,466	18,306
Total	26,225	1,647	1,029	630	203	3,509	29,734

Source: Labour Costs, Australia (6348.0).

TABLE 6.11. COSTS AS A PERCENTAGE OF MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1990-91
(per cent)

Industry	Earnings	Other Labour Costs				Total other labour costs	Total major labour costs
		Super-annuation	Payroll tax	Workers' compensation	Fringe benefits tax		
Mining	86.8	4.5	4.8	2.6	1.3	13.2	100.0
Manufacturing	87.9	3.7	4.4	3.3	0.6	12.1	100.0
Electricity, gas and water	83.4	8.4	5.1	2.6	0.4	16.6	100.0
Construction	87.2	5.8	3.3	3.1	0.7	12.8	100.0
Wholesale and retail trade	90.3	3.7	3.5	1.8	0.7	9.7	100.0
Transport, storage and communication	84.8	7.7	4.4	2.6	0.5	15.2	100.0
Finance, property and business services	87.7	5.5	4.0	0.9	1.9	12.3	100.0
Public administration and defence	87.3	9.2	2.2	1.1	0.2	12.7	100.0
Community services	89.1	6.7	2.4	1.7	0.1	10.9	100.0
Recreation, personal and other services	92.0	3.3	2.5	1.7	0.4	8.0	100.0
Total	88.2	5.5	3.5	2.1	0.7	11.8	100.0

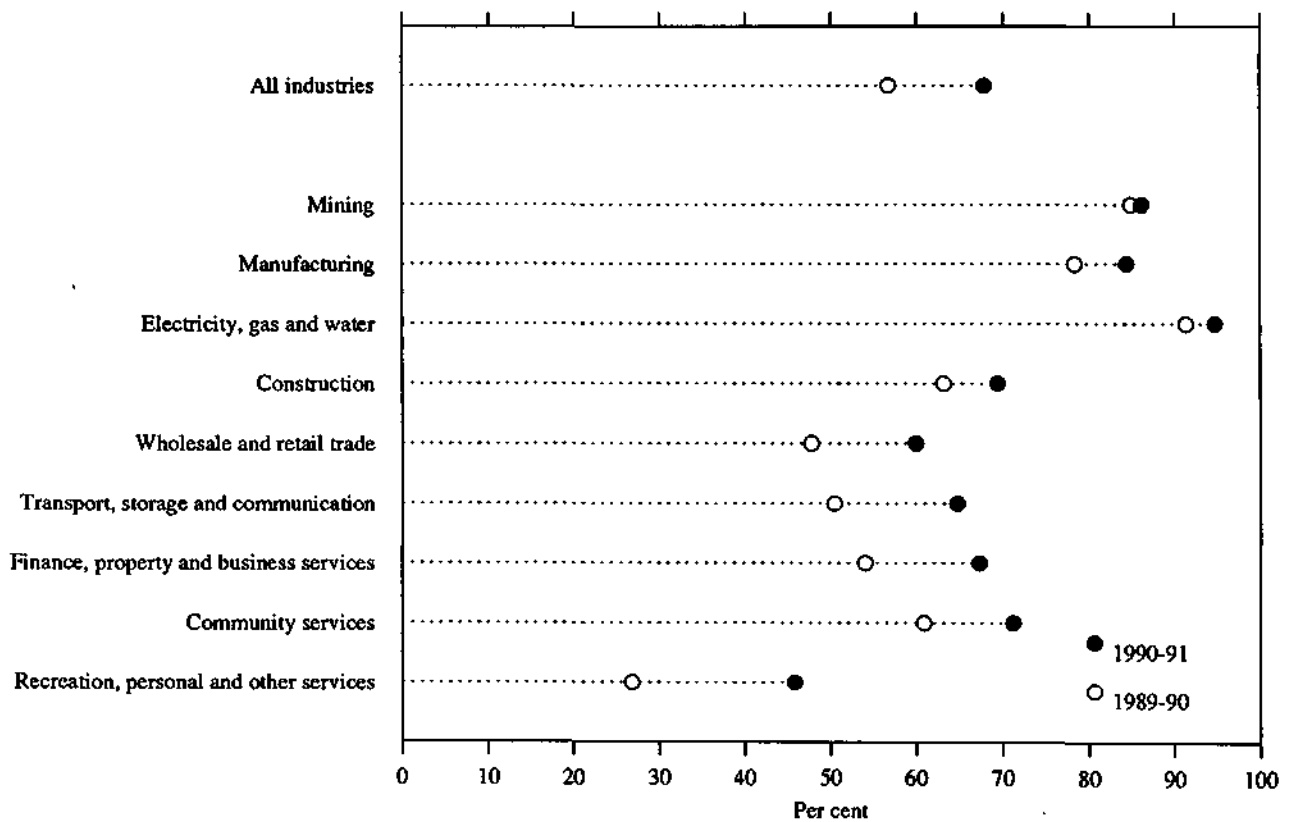
Source: Labour Costs, Australia (6348.0).

TABLE 6.12. SUPERANNUATION : COST PER EMPLOYEE COVERED AND PROPORTION COVERED, INDUSTRY, AUSTRALIA

Industry	Cost per employee covered			Proportion of employees covered 1990-91 (per cent)
	1988-89	1989-90 —dollars—	1990-91	
Mining	2,359	2,403	2,805	86.6
Manufacturing	1,371	1,342	1,423	84.7
Electricity, gas and water	2,729	3,162	3,605	95.7
Construction	2,280	2,595	2,461	74.0
Wholesale and retail trade	1,899	1,270	1,454	60.0
Transport, storage and communication	3,105	3,305	3,284	85.1
Finance, property and business services	2,449	2,473	2,521	71.3
Public administration and defence	3,015	3,285	3,220	93.7
Community services	2,223	2,154	2,336	83.8
Recreation, personal and other services	1,505	1,274	1,270	48.3
Total	2,194	2,090	2,182	75.5

Source: Labour Costs, Australia (6348.0).

CHART 6.10. SUPERANNUATION COVERAGE BY INDUSTRY, PRIVATE SECTOR, AUSTRALIA, 1989-90 AND 1990-91



Source: Labour Costs, Australia (6348.0).

Employment Benefits

The proportion of employees aged 15 and over whose employers provide one or more employment benefits (in their main job) was 91 per cent in July 1991. This compares to 89 per cent for August 1989.

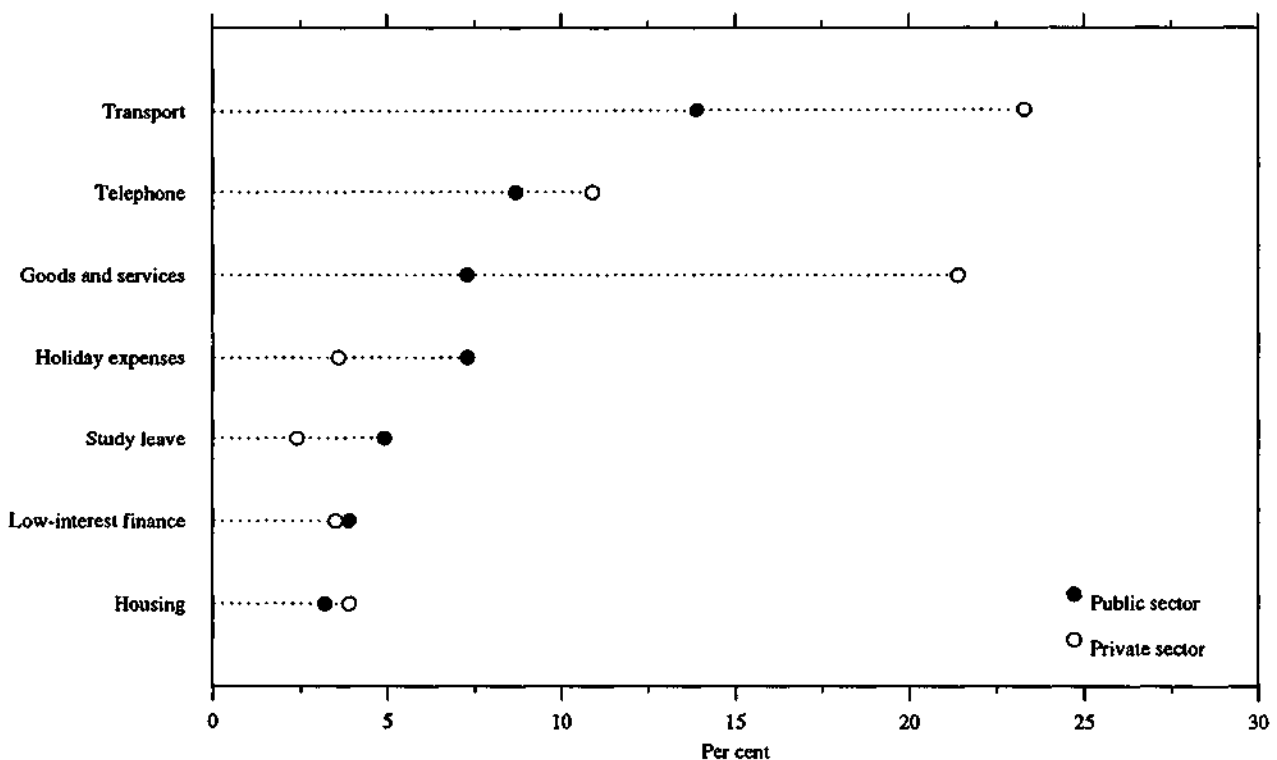
Similarly, the proportion of employees working full time who received one or more employment benefits shows little variation since August 1989 with 97 per cent reporting receiving at least one benefit in July 1991.

Specific benefits to have increased over this period include:

- **Superannuation:** The proportion of employees in receipt of a superannuation benefit has risen by 24 percentage points from 1989 to 1991, including a rise of 19 percentage points from 1990 to 1991. Some 80 per cent of full-time employees received a superannuation benefit in 1991. Of part-time employees, the proportion was 42 per cent having risen by 25 percentage points since 1989.
- **Goods and services:** The proportion of employees working part time and receiving a goods and services benefit has increased from 17 per cent in August 1989 to 19 per cent in July 1991.

Public sector employees who worked full time had a higher incidence of the most common employment benefits (standard benefits) than their private sector counterparts. These common benefits include holiday leave (98% and 89% respectively), sick leave (98% and 89%), long-service leave (95% and 70%) and superannuation (91% and 75%). Private sector employees who worked full time were more likely to have received a special benefit (i.e. benefits other than leave and superannuation). Included amongst these were goods and services (21% for private sector employees and 7.3% for public sector employees) and transport (23% and 14% respectively).

CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, JULY 1991



Source: *Employment Benefits, Australia, July 1991 (6334.0)*.

TABLE 6.13. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1989 TO JULY 1991

Type of benefit received	1989	1990(a)	1991	
FULL-TIME EMPLOYEES WORKING IN MAIN JOB				
Total	5,138.8	—'000— 5,189.6	4,917.2	(per cent) 100.0
		—per cent—		
No benefits	3.5	3.0	143.7	2.9
Holiday expenses	4.3	4.5	232.9	4.7
Low-interest finance	3.1	3.1	179.4	3.6
Goods and services	15.5	16.8	843.0	17.1
Housing	3.8	3.9	182.7	3.7
Electricity	2.2	2.3	117.3	2.4
Telephone	9.7	10.0	502.9	10.2
Transport	19.9	20.5	1,006.9	20.5
Medical	4.1	4.2	215.3	4.4
Union dues	3.3	3.1	182.7	3.7
Club fees	1.8	1.9	106.9	2.2
Entertainment allowance	2.2	2.5	105.4	2.1
Shares	2.9	3.1	161.9	3.3
Study leave	2.6	2.6	154.0	3.1
Superannuation	55.1	59.5	3,928.0	79.9
Child care/education expenses	0.4	0.3	17.2	0.3
Sick leave	91.5	92.1	4,499.8	91.5
Holiday leave	92.1	92.8	4,525.6	92.0
Long-service leave	75.3	77.8	3,820.5	77.7
PART-TIME EMPLOYEES WORKING IN MAIN JOB				
Total	1,193.3	—'000— 1,215.3	1,253.3	(per cent) 100.0
		—per cent—		
No benefits	42.7	39.0	421.0	33.6
Holiday expenses	0.7	1.0	13.0	1.0
Low-interest finance	0.8	0.8	11.2	0.9
Goods and services	17.1	17.5	242.0	19.3
Housing	1.2	1.0	13.0	1.0
Electricity	0.9	0.9	13.4	1.1
Telephone	3.7	3.5	40.9	3.3
Transport	5.4	5.8	67.1	5.4
Medical	1.1	1.0	14.0	1.1
Union dues	0.6	0.6	9.9	0.8
Club fees	0.3	*0.3	3.4	0.3
Entertainment allowance	*0.2	0.1	*1.6	*0.1
Shares	0.5	0.8	8.4	0.7
Study leave	1.8	1.7	30.5	2.4
Superannuation	17.8	24.9	529.8	42.3
Child care/education expenses	*0.2	*0.2	*2.4	*0.2
Sick leave	31.8	32.6	415.7	33.2
Holiday leave	32.0	32.5	413.3	33.0
Long-service leave	26.2	25.2	317.6	25.3
TOTAL				
Total	6,332.1	—'000— 6,404.9	6,170.4	(per cent) 100.0
		—per cent—		
No benefits	10.9	9.8	564.7	9.2
Holiday expenses	3.6	3.8	245.9	4.0
Low-interest finance	2.6	2.6	190.6	3.1
Goods and services	15.8	17.0	1,085.0	17.6
Housing	3.3	3.3	195.7	3.2
Electricity	1.9	2.0	130.7	2.1
Telephone	8.6	8.8	543.8	8.8
Transport	17.2	17.7	1,074.0	17.4
Medical	3.5	3.5	229.3	3.7
Union dues	2.8	2.6	192.5	3.1
Club fees	1.5	1.6	110.3	1.8
Entertainment allowance	1.8	2.0	107.0	1.7
Shares	2.4	2.7	170.3	2.8
Study leave	2.5	2.4	184.5	3.0
Superannuation	48.1	52.9	4,457.9	72.2
Child care/education expenses	0.3	0.3	19.6	0.3
Sick leave	80.3	80.8	4,915.5	79.7
Holiday leave	80.8	81.3	4,939.0	80.0
Long-service leave	66.0	67.8	4,138.1	67.1

(a) The August 1990 survey excluded all persons aged 70 and over.

Source: *Employment Benefits, Australia* (6334.0).

CHAPTER 7

HOURS OF WORK

The ABS Monthly Labour Force survey provides the principal source of information about actual, average and aggregate hours worked by employed persons. Hours worked data from this survey are provided for males and females, full-time and part-time employed persons, and by broad industry group.

In addition to the statistics on hours worked collected in the Labour Force Survey, data on hours paid for are collected from surveys of employers. Information on overtime hours paid for is presented in this chapter.

Hours of work

Average hours of work were slightly lower in August 1991 than in August 1981, although there was some variability over the ten-year period. The average weekly hours worked declined from 36.2 hours in August 1981 to 35.3 hours in August 1991, although over the same period the average hours worked by full-time workers increased (40.2 hours per week in August 1981 compared with 41.1 hours per week in August 1991). The average weekly hours worked by part-time workers has decreased to 15.3 hours in August 1991 from 15.8 hours in August 1981.

Average hours of work were higher for males than females. For full-time female workers the average weekly hours worked were 38.6 hours in August 1991, compared with 42.3 hours for full-time male workers.

TABLE 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA, AUGUST 1981 AND AUGUST 1991
(^{'000})

	Females				Persons
	Males	Not Married	Married	Total	
AUGUST 1981					
Weekly hours worked—					
0	207.7	45.8	68.5	114.3	322.1
1-15	137.0	118.1	290.4	408.5	545.5
16-29	208.6	94.8	271.5	366.3	574.9
30-34	259.7	78.5	126.6	205.1	464.8
35-39	458.3	189.8	167.4	357.2	815.5
40	1,362.6	297.6	291.3	588.9	1,951.5
41-44	255.8	52.4	44.1	96.5	352.4
45-48	383.3	35.7	38.3	73.9	457.2
49 and over	784.9	46.8	78.2	125.0	909.9
Total	4,057.9	959.6	1,376.3	2,335.8	6,393.7
AUGUST 1991(a)					
Weekly hours worked—					
0	214.6	60.0	99.0	159.0	373.6
1-15	246.0	240.8	396.8	637.6	883.6
16-29	275.8	143.3	435.2	578.5	854.3
30-34	329.2	109.3	186.6	295.8	625.0
35-39	744.0	256.9	319.1	576.0	1,320.0
40	904.5	215.2	249.8	464.9	1,369.4
41-44	250.7	59.1	64.1	123.2	373.9
45-48	412.9	54.8	79.9	134.8	547.6
49 and over	1,066.1	96.2	159.5	255.7	1,321.7
Total	4,443.7	1,235.5	1,990.0	3,225.5	7,669.2

(a) Estimates are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 7.2. EMPLOYED PERSONS : AGGREGATE AND AVERAGE WEEKLY HOURS WORKED, AUSTRALIA,
AUGUST 1981 TO AUGUST 1991

August	Aggregate weekly hours worked (million)			Average weekly hours worked				
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Wage and salary earners	Other(a)	Total
MALES								
1981	157.9	3.6	161.5	41.2	16.3	38.2	47.1	39.8
1982	154.7	4.0	158.7	40.9	16.7	37.9	46.7	39.4
1983	150.4	4.0	154.4	41.0	16.7	37.9	47.1	39.6
1984	156.8	3.9	160.8	41.6	16.1	38.4	46.8	40.0
1985	159.4	4.1	163.5	41.3	16.2	38.1	47.0	39.8
1986(b)	163.3	4.3	167.7	41.6	15.4	38.4	46.5	39.9
1987	165.5	4.9	170.4	41.8	15.3	38.3	46.6	39.8
1988	173.2	4.6	177.8	42.5	15.0	39.1	47.2	40.6
1989	181.1	5.1	186.2	42.9	14.4	39.5	46.3	40.7
1990	179.9	5.4	185.3	42.6	14.8	39.4	45.1	40.4
1991	170.6	6.1	176.6	42.3	14.9	38.6	45.0	39.8
FEMALES								
1981	56.7	13.1	69.8	37.8	15.7	30.0	29.1	29.9
1982	56.3	13.1	69.4	37.4	15.4	29.5	29.2	29.5
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.3	29.8
1984	59.0	14.3	73.2	38.1	15.8	29.9	29.9	29.9
1985	60.5	15.1	75.7	37.7	15.8	29.4	30.2	29.5
1986(b)	63.8	15.9	79.7	37.8	15.5	29.5	28.7	29.4
1987	64.8	17.2	82.0	37.9	15.6	29.2	28.4	29.1
1988	68.7	18.3	87.1	38.2	15.6	29.5	28.0	29.3
1989	73.2	19.7	93.0	38.7	15.6	29.5	29.0	29.5
1990	75.4	20.2	95.6	38.8	15.6	29.7	28.3	29.5
1991	73.6	20.4	94.0	38.6	15.5	29.2	29.0	29.2
PERSONS								
1981	214.6	16.7	231.3	40.2	15.8	35.1	41.8	36.2
1982	210.9	17.2	228.1	39.9	15.7	34.7	41.5	35.8
1983	206.8	17.1	223.9	40.2	15.7	34.7	42.1	35.9
1984	215.8	18.2	234.0	40.6	15.9	35.1	42.0	36.2
1985	220.0	19.3	239.2	40.3	15.9	34.7	41.9	35.8
1986(b)	227.1	20.2	247.4	40.5	15.5	34.7	40.7	35.8
1987	230.3	22.1	252.4	40.6	15.5	34.6	40.8	35.6
1988	241.9	22.9	264.8	41.2	15.5	35.1	40.9	36.0
1989	254.3	24.8	279.2	41.6	15.3	35.3	40.7	36.1
1990	255.2	25.6	280.8	41.4	15.4	35.2	39.5	35.9
1991	244.2	26.5	270.7	41.1	15.3	34.5	39.6	35.3

(a) Comprises employers, self-employed persons and unpaid family helpers. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 7.3. AVERAGE WEEKLY HOURS WORKED: EMPLOYED PERSONS BY INDUSTRY, AUSTRALIA, AUGUST 1981 TO AUGUST 1991

Industry	August										
	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991
MALES											
Agriculture, forestry, fishing and hunting	47.8	47.9	48.0	47.8	48.0	48.6	48.2	48.0	46.0	47.3	47.4
Mining	39.9	38.7	37.2	36.9	39.2	38.6	38.6	41.5	42.2	42.1	40.6
Manufacturing	39.2	38.5	38.4	39.4	39.1	39.5	39.3	40.5	40.9	40.9	39.4
Electricity, gas and water	36.4	35.3	35.3	35.5	34.5	35.0	35.5	33.8	36.4	35.6	36.3
Construction	38.3	38.1	37.9	38.9	38.7	38.3	39.2	40.4	40.9	38.7	38.5
Wholesale and retail trade	40.8	40.8	41.5	41.6	41.3	41.5	40.9	41.2	41.0	40.7	40.2
Transport and storage	39.5	39.3	39.3	39.7	40.4	39.9	39.5	40.3	40.9	41.3	41.1
Communication	34.1	33.9	33.5	33.7	35.7	34.1	34.5	34.4	36.5	35.3	35.4
Finance, property and business services	39.5	38.7	39.7	40.7	40.2	40.4	40.5	42.0	42.0	41.2	40.8
Public administration and defence	36.1	35.2	35.5	36.2	34.8	35.4	35.6	36.2	36.2	37.4	35.4
Community services	39.1	38.9	39.2	39.1	37.9	38.4	38.5	39.2	39.4	39.1	38.9
Recreation, personal and other services	40.8	41.1	39.4	39.9	39.1	39.6	39.2	38.9	39.0	38.6	37.1
Total employed	39.8	39.4	39.5	40.0	39.8	39.9	39.8	40.6	40.7	40.4	39.8
MARRIED FEMALES											
Agriculture, forestry, fishing and hunting	28.3	26.3	28.8	27.5	27.4	27.9	29.3	26.6	26.5	28.1	29.2
Mining	28.9	32.5	37.9	30.2	28.5	34.5	32.5	34.4	32.9	36.2	38.7
Manufacturing	33.2	31.7	32.1	32.4	31.0	31.6	31.9	32.1	32.5	32.0	31.3
Electricity, gas and water	26.7	35.6	30.7	26.5	27.7	29.4	30.5	27.0	31.6	27.9	33.2
Construction	18.4	18.1	19.1	18.3	18.5	17.9	17.7	18.8	17.7	18.3	17.9
Wholesale and retail trade	28.6	29.1	29.4	29.5	29.7	29.5	29.0	28.7	28.8	29.5	29.2
Transport and storage	26.7	26.0	24.1	28.9	27.0	26.7	25.3	27.0	28.8	28.1	27.1
Communication	28.6	27.0	28.1	29.8	28.4	28.1	27.9	30.1	31.1	29.5	28.9
Finance, property and business services	27.0	26.1	27.6	28.9	27.0	27.0	27.6	28.2	28.8	28.5	28.9
Public administration and defence	28.8	28.3	28.5	28.3	27.6	28.6	28.3	29.5	28.2	29.5	28.9
Community services	27.6	27.3	27.4	27.4	26.9	27.2	26.9	27.5	27.3	27.7	28.0
Recreation, personal and other services	25.5	26.4	25.5	26.7	28.5	27.8	27.4	27.5	28.1	28.7	27.3
Total employed	28.2	27.8	28.2	28.5	28.0	28.0	28.0	28.2	28.3	28.6	28.5
ALL FEMALES											
Agriculture, forestry, fishing and hunting	29.8	27.4	29.7	28.7	29.2	28.5	29.2	27.3	26.8	28.3	29.8
Mining	32.1	34.7	36.8	32.3	30.8	34.9	33.3	37.2	35.1	35.1	39.2
Manufacturing	33.9	32.8	33.1	33.5	32.2	32.7	33.1	33.0	33.4	32.9	32.1
Electricity, gas and water	30.7	33.3	31.4	32.2	30.7	31.9	33.1	30.0	31.6	31.8	33.8
Construction	21.5	21.2	21.5	21.2	21.6	20.0	20.1	21.1	20.6	21.3	19.7
Wholesale and retail trade	28.7	28.7	28.9	28.5	28.9	28.7	27.7	27.5	27.7	27.8	27.0
Transport and storage	30.2	29.8	29.8	32.8	29.9	30.0	29.3	30.3	31.9	31.6	30.9
Communication	29.7	29.1	29.7	30.5	31.2	30.3	28.2	29.8	31.6	30.3	30.5
Finance, property and business services	30.9	29.7	30.5	31.1	30.5	30.0	30.6	31.3	31.8	31.1	31.2
Public administration and defence	30.6	30.3	30.6	31.1	29.9	30.9	30.6	31.3	30.7	31.4	30.5
Community services	30.3	29.9	30.1	29.9	29.3	29.3	29.1	29.5	29.2	29.6	29.6
Recreation, personal and other services	26.1	27.2	26.3	27.8	28.4	27.7	27.4	27.6	28.3	28.0	27.0
Total employed	29.9	29.5	29.8	29.9	29.5	29.4	29.1	29.3	29.5	29.5	29.2
PERSONS											
Agriculture, forestry, fishing and hunting	43.1	42.7	43.7	43.2	43.0	43.0	43.1	42.0	40.5	41.9	42.3
Mining	39.2	38.3	37.2	36.5	38.4	38.3	38.1	41.2	41.5	41.4	40.5
Manufacturing	37.9	37.1	37.1	37.9	37.3	37.6	37.7	38.5	38.8	38.8	37.4
Electricity, gas and water	35.8	35.2	35.0	35.2	34.2	34.7	35.3	33.5	36.0	35.2	36.0
Construction	36.6	36.5	36.1	37.1	36.6	35.9	36.8	38.0	38.3	36.5	36.2
Wholesale and retail trade	35.6	35.6	36.0	35.9	36.0	35.9	35.1	35.1	34.9	34.9	34.3
Transport and storage	38.1	37.8	37.9	38.6	38.8	38.2	37.7	38.3	39.1	39.3	39.0
Communication	33.0	32.7	32.6	32.9	34.6	33.1	32.9	33.2	35.2	34.0	33.9
Finance, property and business services	35.6	34.5	35.3	36.2	35.8	35.4	35.8	36.7	37.1	36.2	36.1
Public administration and defence	34.3	33.6	33.9	34.5	33.0	33.8	33.7	34.4	34.0	34.9	33.3
Community services	33.6	33.3	33.5	33.2	32.4	32.7	32.4	32.9	32.8	32.9	32.8
Recreation, personal and other services	32.6	33.1	31.9	33.4	33.1	32.9	32.5	32.4	32.9	32.6	31.4
Total employed	36.2	35.8	35.9	36.2	35.8	35.8	35.6	36.0	36.1	35.9	35.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

Overtime

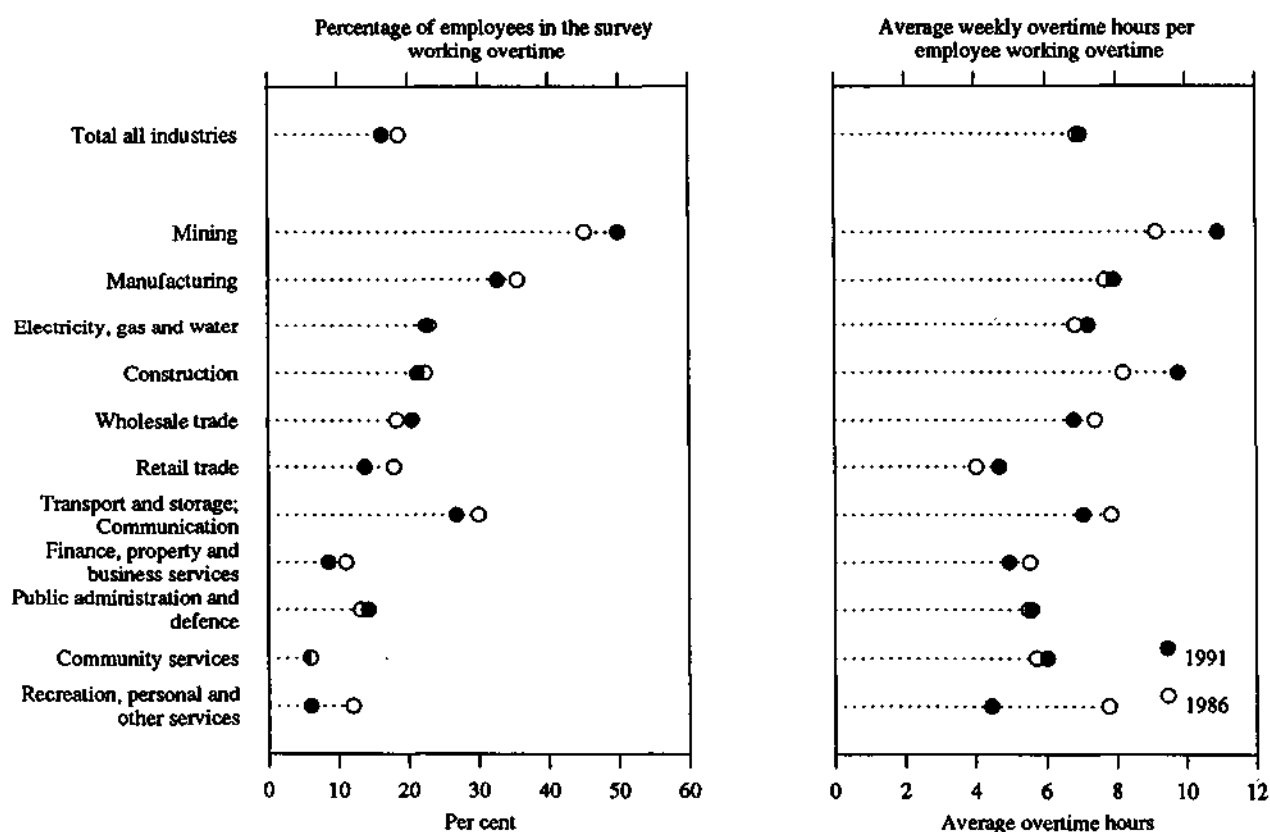
In the five years to November 1991 overtime has grown to a peak in November 1989 followed by a fall for two years to November 1991.

Average weekly overtime hours per employee rose by 24 per cent from 1.29 hours in November 1986 to 1.60 hours in November 1989 and then fell by 29 per cent to 1.14 hours in November 1991.

Average weekly overtime hours worked per person who worked overtime rose by 13 per cent from 6.92 hours in November 1986 to 7.79 hours in November 1989 and then fell by 11 per cent to 6.96 hours in November 1991.

The percentage of employed persons who worked overtime was 18.68 per cent in November 1986, rose to 20.48 per cent in November 1989 and then fell to 16.31 in November 1991.

CHART 7.1. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER 1986 AND NOVEMBER 1991



Source: *Job Vacancies and Overtime, Australia (6354.0)*.

**CHART 7.2. AVERAGE WEEKLY OVERTIME HOURS
PER EMPLOYEE, AUSTRALIA**



Source: *Job Vacancies and Overtime (6354.0)*.

**TABLE 7.4. AVERAGE WEEKLY OVERTIME HOURS PAID FOR : INDUSTRY, AUSTRALIA, NOVEMBER 1986 TO
NOVEMBER 1991**

Industry	1986	1987	1988	1989	1990	1991
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY						
Mining	4.12	4.00	5.66	5.92	5.25	5.44
Manufacturing	2.73	2.99	3.16	3.71	2.69	2.59
Electricity, gas and water	1.57	1.75	1.98	1.85	1.99	1.62
Construction	1.84	2.81	2.27	2.96	3.45	2.08
Wholesale trade	1.35	1.35	1.14	1.41	1.04	1.40
Retail trade	0.72	0.79	0.72	0.77	0.81	0.64
Transport and storage; Communication	2.35	2.70	3.44	2.82	2.55	1.89
Public administration and defence	0.73	0.77	0.88	0.87	0.84	0.80
Community services	0.34	0.40	0.36	0.39	0.42	0.37
Other(a)	0.73	0.64	0.68	0.70	0.53	0.37
All industries	1.29	1.46	1.48	1.60	1.34	1.14
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	9.13	9.98	12.39	11.51	11.38	10.89
Manufacturing	7.67	8.11	8.63	9.25	8.23	7.93
Electricity, gas and water	6.84	7.30	7.51	7.40	7.91	7.20
Construction	8.19	8.72	7.77	9.50	10.72	9.76
Wholesale trade	7.40	7.24	6.47	7.04	6.25	6.79
Retail trade	4.02	4.27	4.39	4.54	4.96	4.67
Transport and storage; Communication	7.85	8.92	10.34	8.98	8.27	7.05
Public administration and defence	5.54	5.61	6.10	6.04	5.62	5.60
Community services	5.72	5.70	6.22	5.94	5.96	6.05
Other(a)	6.41	5.77	5.48	5.65	5.70	4.83
All industries	6.92	7.27	7.59	7.79	7.44	6.96
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	45.15	40.07	45.65	51.45	46.12	49.92
Manufacturing	35.52	36.85	36.59	40.15	32.68	32.69
Electricity, gas and water	22.96	24.00	26.31	25.00	25.14	22.45
Construction	22.41	32.17	29.27	31.12	32.24	21.32
Wholesale trade	18.30	18.64	17.60	19.97	16.67	20.57
Retail trade	17.91	18.49	16.49	17.01	16.26	13.75
Transport and storage; Communication	29.92	30.23	33.26	31.38	30.79	26.77
Public administration and defence	13.21	13.79	14.40	14.46	15.02	14.26
Community services	5.98	7.03	5.82	6.50	7.12	6.07
Other(a)	11.43	11.03	12.11	12.46	9.28	7.71
All industries	18.68	20.05	19.51	20.48	17.98	16.31

(a) Comprises Finance, property and business services and Recreation, personal and other services.

Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHAPTER 8

INDUSTRIAL RELATIONS

The ABS produces statistics about industrial disputes, trade union membership, and the coverage of employees by awards, determinations and collective agreements which cover the major aspects of Australian industrial relations.

Industrial Disputes

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes, and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten or more working days at the establishments where the stoppages occurred.

In 1991 there were 1,058 disputes reported in progress, a decrease from 1990 when there were 1,193. This continued the trend of decreases in the annual number of disputes since 1984, and is the lowest number of disputes in progress for a calendar year since 1961.

There were 1,610,500 working days lost reported in 1991 compared to 1,376,500 in 1990, and 1,202,400 in 1989 (the lowest recorded figure since 1982). Of the working days lost in 1991, 520,600 days (32%) were lost as a result of a general strike in New South Wales on 23 October, 1991.

The number of employees involved (directly and indirectly) increased by 62 per cent from 729,900 in 1990 to 1,181,500 in 1991.

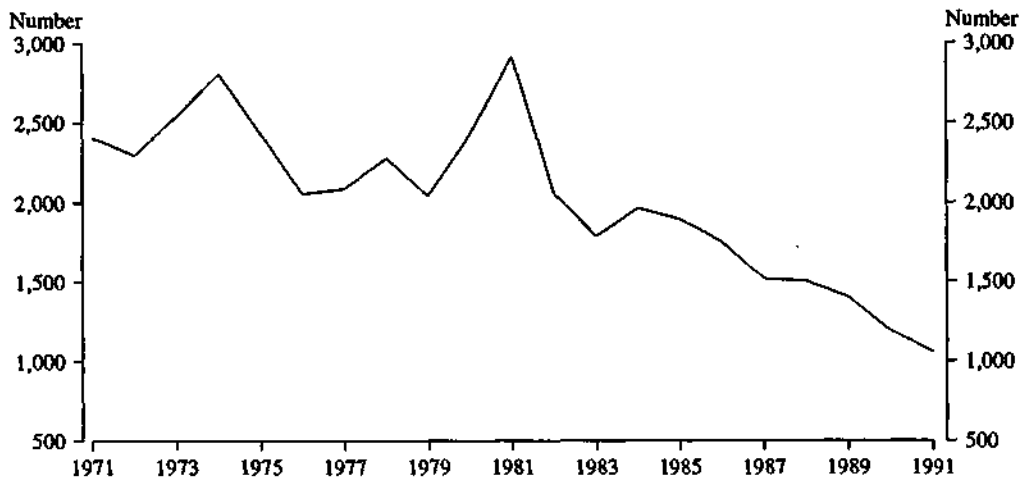
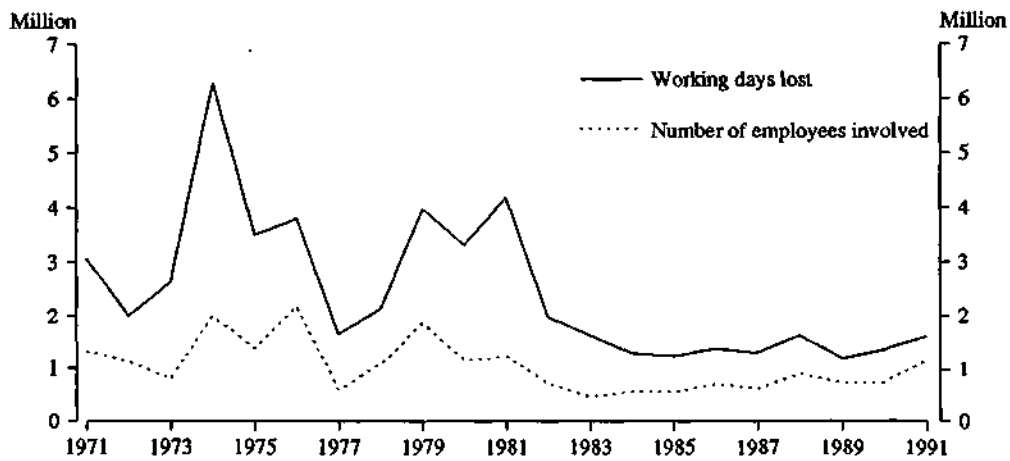
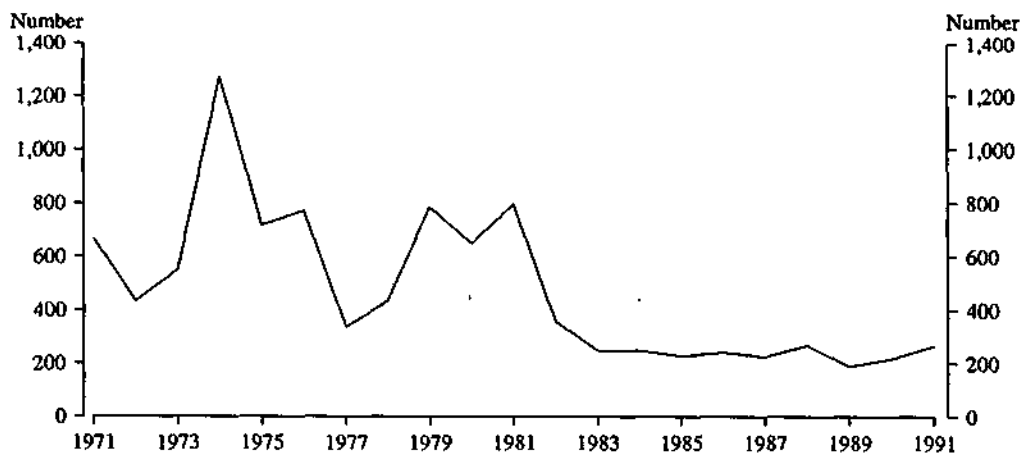
Working days lost per thousand employees has dropped from 797 in 1981, to 358 in 1982, and has been below 300 from 1983 to 1991. This low level compares to higher levels experienced in the period 1971 to 1981 with the highest level during that period being 1,273 in 1974 and the lowest level being 336 in 1977.

TABLE 8.1. INDUSTRIAL DISPUTES, AUSTRALIA, 1971 TO 1991

Employees involved ('000)									
Period	Number of disputes (a)		Directly		Indirectly		Total		Total working days lost ('000)
	Commenced during period	Total	Newly involved (b)	Total	Newly involved (b)	Total	Newly involved (b)	Total	
1971	n.a.	2,404	n.a.	1,267.7	n.a.	58.8	n.a.	1,326.5	3,068.6
1972	n.a.	2,298	n.a.	1,041.2	n.a.	72.6	n.a.	1,113.8	2,010.3
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5
1991	1,054	1,058	1,173.3	1,176.0	5.4	5.4	1,178.7	1,181.5	1,610.5

(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. (b) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods.

Source: *Industrial Disputes, Australia* (6322.0).

CHART 8.1. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA**CHART 8.2. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED IN INDUSTRIAL DISPUTES, AUSTRALIA****CHART 8.3. WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**

Source: *Industrial Disputes, Australia, December (6321.0).*

TABLE 8.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), INDUSTRY, AUSTRALIA, 1971 TO 1991

Period	Manufacturing				Construc- tion	Transport and storage; Communication		Other industries (b)	All industries
	Mining		Metal products, machinery and equipment	Other		Steve- doring services	Other		
	Coal	Other							
1971	12,580	1,532	1,015	410	2,900	2,190	1,207	89	669
1972	2,909	1,152	1,113	533	1,037	1,990	578	89	435
1973	4,268	2,860	1,405	889	1,119	2,705	256	133	552
1974	7,725	2,625	4,876	1,026	3,009	6,172	1,352	194	1,273
1975	14,991	1,576	2,376	674	1,255	2,581	379	230	717
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292	773
1977	4,145	3,182	398	679	591	2,625	450	101	336
1978	5,669	2,415	1,460	747	378	8,418	435	74	434
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269	787
1980	23,362	4,036	1,194	1,080	674	2,548	353	202	649
1981	10,209	5,238	2,287	986	1,405	2,952	970	238	797
1982	9,698	2,686	471	505	768	_____672	_____	84	358
1983	3,223	3,375	353	186	1,269	_____485	_____	42	249
1984	3,913	3,745	343	416	503	_____372	_____	91	248
1985	6,892	1,928	256	312	666	_____430	_____	71	228
1986	10,741	3,328	445	328	458	_____135	_____	72	242
1987	8,920	1,072	479	305	743	_____217	_____	70	223
1988	15,548	1,777	750	183	725	_____177	_____	85	269
1989	5,505	642	473	283	374	_____160	_____	97	190
1990	4,879	1,631	1,293	212	204	_____299	_____	62	217
1991	4,507	735	1,820	296	428	_____237	_____	90	265

(a) For change in method of calculation in January 1987 see the Technical Notes. (b) Prior to 1984 excludes agriculture, and private households employing staff.

Source: *Industrial Disputes, Australia* (6321.0).

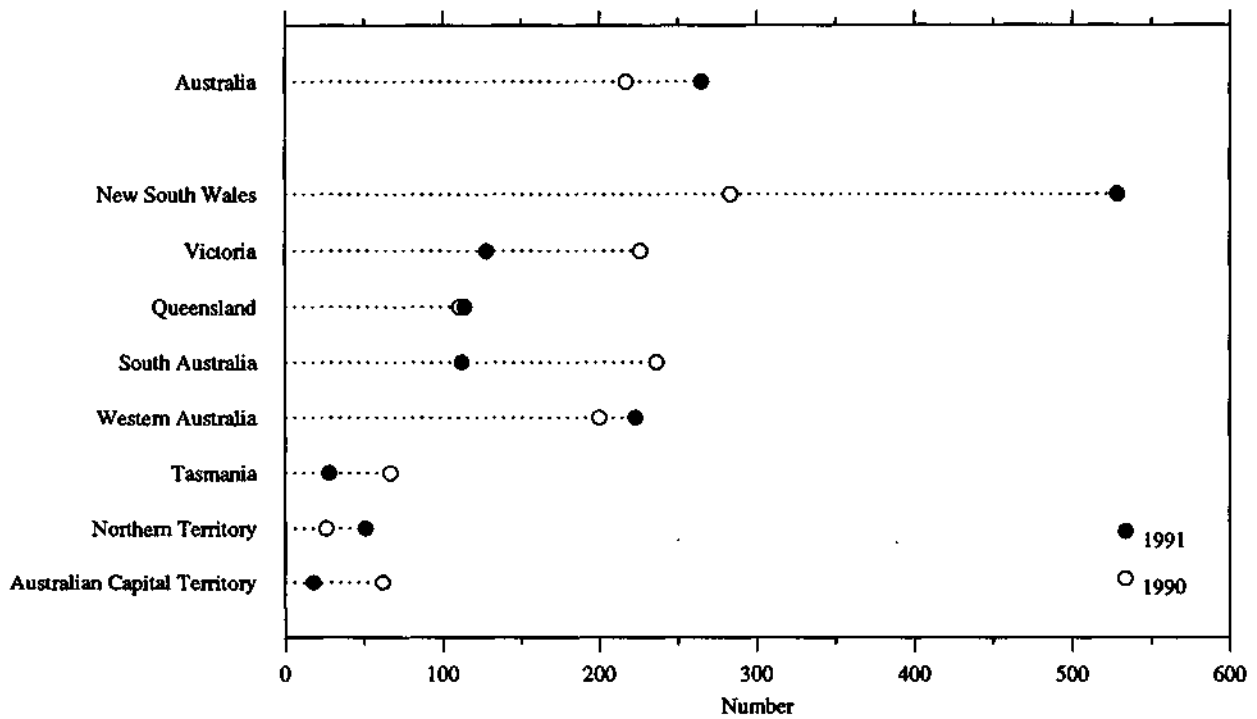
TABLE 8.3. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), STATES AND AUSTRALIA 1971 TO 1991

Period	NSW	Vic.	Qld	SA	WA	Tas.	N.T.	A.C.T.	Aust.
1971	1,095	542	463	264	192	163	n.a.	n.a.	669
1972	503	497	485	143	261	152	n.a.	n.a.	435
1973	622	590	509	296	313	1,089	n.a.	n.a.	552
1974	1,462	1,757	807	686	656	672	n.a.	n.a.	1,273
1975	831	910	718	277	253	305	n.a.	n.a.	717
1976	827	1,051	638	323	623	464	n.a.	n.a.	773
1977	308	433	359	65	532	197	n.a.	n.a.	336
1978	555	346	536	172	473	261	n.a.	n.a.	434
1979	742	1,083	679	402	838	439	551	269	787
1980	657	792	863	132	446	668	583	100	649
1981	1,023	863	620	320	548	461	1,227	448	797
1982	381	258	660	101	348	431	275	146	348
1983	287	163	176	115	577	478	360	22	249
1984	357	132	302	56	256	350	381	88	248
1985	209	236	411	48	1,188	138	213	159	228
1986	304	240	207	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217
1991	528	128	114	112	223	28	51	18	265

(a) For change in method of calculation, see the Technical Notes.

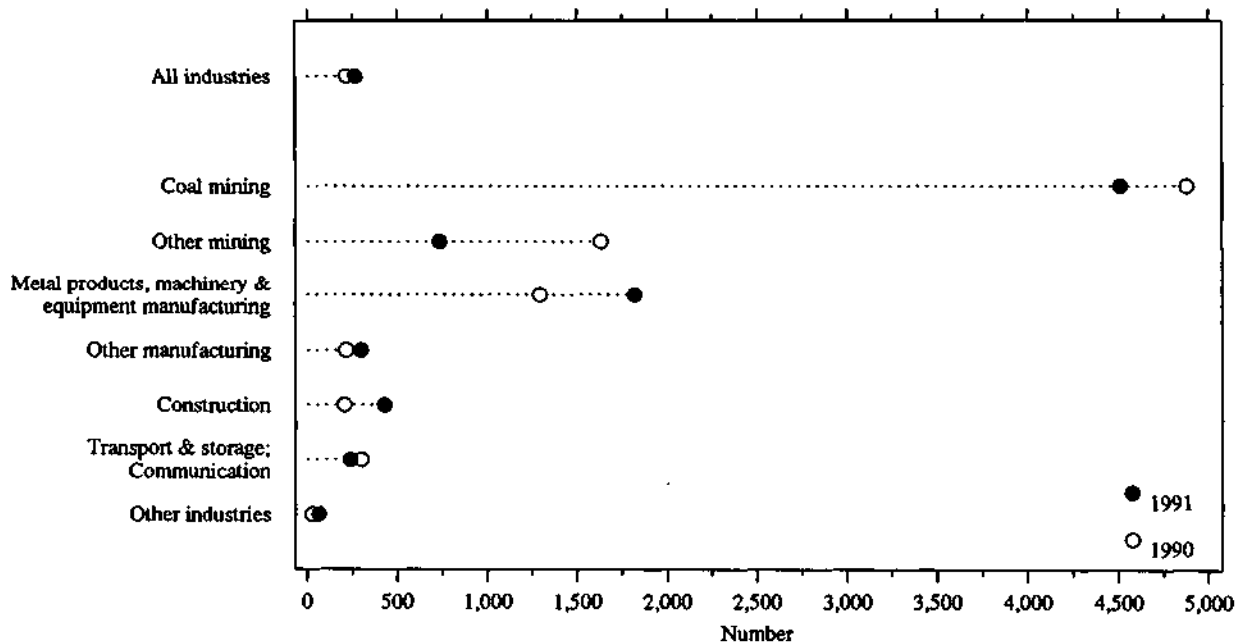
Source: *Industrial Disputes, Australia* (6321.0).

**CHART 8.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1990 AND 1991:
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia (6321.0)*.

**CHART 8.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1990 AND 1991:
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia (6321.0)*

Trade Union Members

Data on trade union membership are obtained from two sources. Supplementary household surveys are conducted periodically, the most recent in August 1990, to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings. An annual census of trade unions collects statistics on trade union membership and State of operation, and provides information on trade union size.

In August 1990, 41 per cent of the 6,565,600 employees aged 15 to 69 were trade union members (in connection with their main job).

There has been a decline of 5 percentage points in the proportion of employees who are trade union members, between August 1986 and August 1990. While previous surveys have shown a continuing decline in trade union membership, the proportion of employees who were trade union members remained steady between August 1988 and August 1990.

Of employees, approximately 45 per cent of males and 35 per cent of females were trade union members in August 1990.

The level of trade union membership increased with age, from 25 per cent of the 15-19 year age group to 50 per cent of the group aged 55-59 years. This pattern was evident for both males and females.

The highest level of trade union membership was recorded in the 55-59 year age group (54% for males, 39% for females; females aged 60-64 also reported a trade union membership rate of 39%).

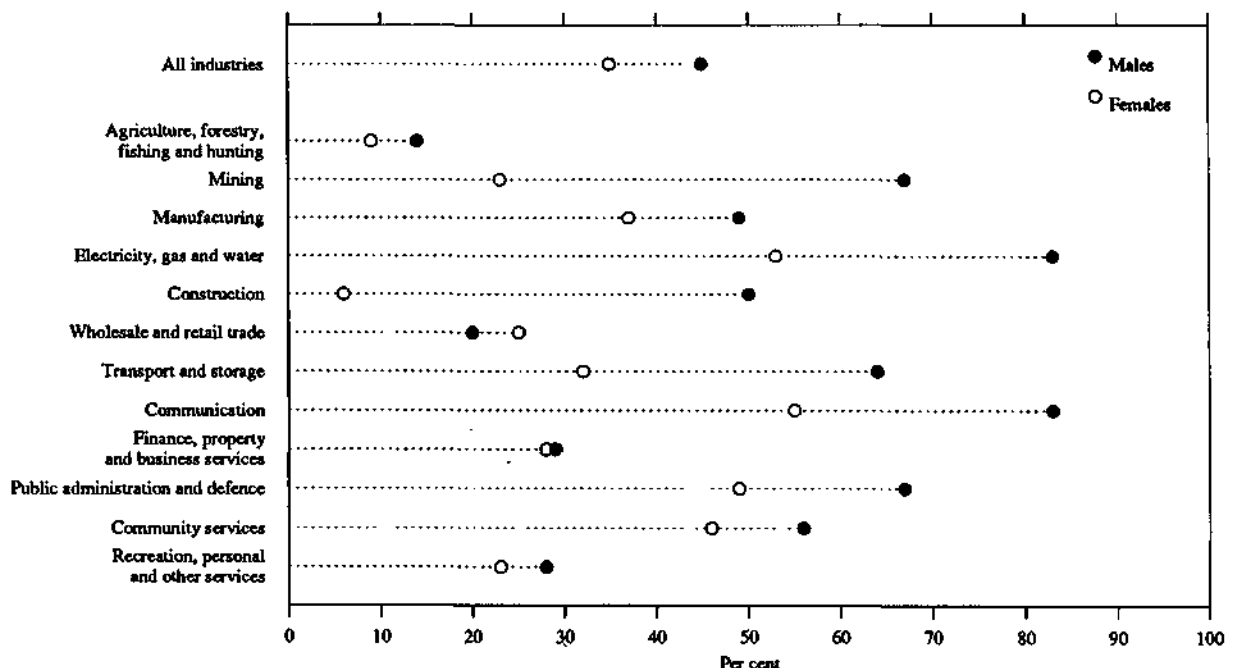
Some 67 per cent of public sector and 31 per cent of private sector employees were members of a trade union.

The highest rates of union membership were recorded in the Communications industry (84% of male employees and 55% of female employees) and the Electricity, gas and water industry (83% of male employees and 53% of female employees). The lowest rates of union membership were recorded in the Agriculture, forestry, fishing and hunting industry (13%) and the Wholesale and retail trade industry (23%).

About 45 per cent of full-time employees and 25 per cent of part-time employees were trade union members.

Full-time male employees reported a trade union membership rate of 47 per cent while for full-time female employees it was 40 per cent. This difference was reversed for part-time employees (26% for females, 22% for males).

CHART 8.6. PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS
OF A TRADE UNION BY INDUSTRY,
AUSTRALIA, AUGUST 1990



Source: Trade Union Members, Australia (6325.0).

TABLE 8.4. EMPLOYEES WHO WERE TRADE UNION MEMBERS: SUMMARY OF SELECTED CHARACTERISTICS, AUSTRALIA, AUGUST 1986, AUGUST 1988, AUGUST 1990

	August 1986		August 1988		August 1990		Total number of employees ('000)
	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	
Age group—							
15-19	166.0	27.9	168.3	26.8	158.6	25.0	634.8
20-24	369.9	41.7	327.8	36.3	316.5	33.5	945.7
25-34	750.1	47.6	726.6	42.9	755.2	42.3	1,787.2
35-44	642.8	47.5	688.1	44.6	725.0	43.5	1,668.5
45-54	433.2	52.6	423.5	47.2	472.5	45.6	1,035.7
55-59	158.0	54.8	137.5	51.5	140.4	49.6	283.1
60-64	70.9	52.9	61.1	44.7	85.0	47.1	180.4
65-69	*2.9	12.9	n.a.	n.a.	6.4	21.1	30.3
Occupation—							
Managers and administrators	77.6	22.5	77.9	18.9	89.3	19.4	461.4
Professionals	339.8	46.8	340.8	43.6	376.0	42.7	879.7
Para-professionals	228.8	58.9	217.6	51.6	242.6	55.0	441.3
Tradepersons	472.8	51.9	462.2	49.6	458.4	47.9	957.7
Clerks	394.5	36.4	368.0	32.0	392.2	32.2	1,219.1
Salespersons and personal service workers	254.4	31.4	271.4	30.0	272.2	26.4	1,029.3
Plant and machine operators, and drivers	323.6	70.1	320.6	64.2	320.1	65.3	490.2
Labourers and related workers	502.5	52.6	477.4	47.8	508.8	46.8	1,087.0
Industry—							
Agriculture, forestry, fishing and hunting	16.9	14.6	16.9	12.8	16.4	12.7	128.8
Mining	67.0	71.5	56.5	62.8	57.9	62.9	92.0
Manufacturing	545.4	51.2	546.7	48.5	520.9	46.1	1,130.0
Electricity, gas and water	112.7	82.4	91.3	80.4	83.2	79.4	104.9
Construction	145.3	48.0	157.5	47.1	170.7	45.4	376.0
Wholesale and retail trade	279.4	25.4	287.1	23.3	305.5	22.6	1,353.0
Transport and storage	211.9	67.4	186.3	62.3	185.6	57.6	322.2
Communication	117.0	80.4	101.0	76.1	110.2	76.0	145.1
Finance, property and business services	193.2	33.6	185.4	27.5	215.8	28.7	752.6
Public administration and defence	197.9	60.4	195.9	60.7	219.7	60.0	366.0
Community services	609.8	52.4	604.0	48.8	662.0	49.1	1,347.5
Recreation, personal and other services	97.6	28.5	107.4	26.5	111.8	25.0	447.5
Sector—							
Public	1,238.2	70.6	1,146.6	67.7	1,184.2	66.8	1,772.6
Private(a)	1,355.7	34.5	1,389.3	31.5	1,475.3	30.8	4,792.9
Birthplace—							
Born in Australia	1,899.0	44.7	1,866.7	41.1	1,932.7	39.7	4,868.1
Born outside Australia	694.9	48.5	669.2	42.8	726.8	42.8	1,697.5
Main English speaking countries	293.5	43.7	285.0	39.2	293.7	38.4	765.4
United Kingdom or Ireland	244.6	46.7	231.0	42.1	233.5	41.2	566.2
Canada, USA, New Zealand or South Africa	48.9	33.3	54.0	30.4	60.2	30.2	199.2
Other countries	401.4	52.6	366.4	43.8	433.2	46.5	932.1
Germany	21.3	42.9	23.7	44.6	19.8	38.4	51.6
Greece	32.5	60.3	33.3	58.0	33.6	58.5	57.4
Italy	60.5	59.2	56.0	54.5	66.5	58.1	114.5
Yugoslavia	60.2	71.8	44.0	63.1	54.7	62.3	87.8
Other	227.0	48.0	213.9	38.7	258.6	41.7	620.8
Permanent/casual—							
Permanent	2,388.4	50.8	2,308.4	46.6	2,420.5	45.7	5,293.8
Casual	205.5	21.0	227.5	19.7	239.0	18.8	1,271.8
Hours worked in main job—							
Less than 35 hours	663.1	40.2	786.2	38.5	666.6	34.6	1,924.0
35 hours or more	1,775.8	47.3	1,749.7	43.1	1,840.2	42.3	4,350.2
Total	2,593.9	45.6	2,535.9	41.6	2,659.6	40.5	6,565.6
Males	1,685.1	50.1	1,640.2	46.3	1,683.8	45.0	3,741.9
Females	908.8	39.1	895.7	35.0	975.8	34.6	2,823.7

(a) Includes persons for whom sector could not be determined.

Source: Trade Union Members, Australia, August 1990 (6325.0).

Trade Union Statistics

The number of trade unions declined from 326 in 1986, and 295 in 1990 to 275 in 1991.

Over the same period the number of unions that operated in one State only, decreased to 156, from 187. By comparison, the number of unions operating in six or more States or Territories declined from 103 to 79.

In 1991 14 unions reported membership of 80,000 or more. In 1989 there were 11 unions of this size. These unions (membership 80,000 and over) increased their percentage of total union membership from 41 per cent in 1989 to 48 per cent in 1991. The number of unions in 1991 with less than 250 members, however, remained the same as in 1989 (69).

TABLE 8.5. TRADE UNIONS : NUMBER OF STATES AND/OR TERRITORIES OF OPERATION, AUSTRALIA

30 June	One	Two	Three	Four	Five	Six or more	Total all States
1986	187	6	3	13	14	103	326
1987	180	9	5	12	13	97	316
1988	177	6	4	12	16	93	308
1989	168	6	6	10	15	94	299
1990	168	5	5	12	16	89	295
1991	156	9	3	16	12	79	275

Source: Trade Union Statistics, Australia (6323.0)

TABLE 8.6. TRADE UNIONS : NUMBER OF UNIONS ACCORDING TO SIZE OF UNION IN AUSTRALIA

Size of union (number of members)	30 June 1989			30 June 1990			30 June 1991		
	Number of unions	Number of members ('000)	Cumulative percent of total members	Number of unions	Number of members ('000)	Cumulative percent of total members	Number of unions	Number of members ('000)	Cumulative percent of total members
Under 100	38	1.7	—	40	1.7	—	35	1.5	—
100 and under 250	31	5.3	0.2	34	5.8	0.2	34	5.5	0.2
250 and under 500	26	8.9	0.5	18	6.1	0.4	17	5.7	0.4
500 and under 1,000	41	28.8	1.3	44	31.3	1.3	38	26.2	1.2
1,000 and under 2,000	42	59.5	3.1	34	46.8	2.7	31	41.6	2.4
2,000 and under 3,000	12	29.6	3.9	18	42.1	3.9	13	31.8	3.3
3,000 and under 5,000	25	98.8	6.8	23	93.4	6.6	24	92.7	6.1
5,000 and under 10,000	19	138.9	10.9	21	152.3	11.1	18	124.5	9.7
10,000 and under 20,000	19	261.3	18.6	18	265.9	18.9	21	293.3	18.4
20,000 and under 30,000	12	295.4	27.2	11	276.3	26.9	11	278.1	26.6
30,000 and under 40,000	10	350.2	37.5	11	377.8	38.0	8	264.1	34.4
40,000 and under 50,000	6	271.1	45.4	5	227.7	44.6	6	268.2	42.4
50,000 and under 80,000	7	453.1	58.7	6	407.9	56.5	5	333.4	52.2
80,000 and over	11	1,407.8	100.0	12	1,487.1	100.0	14	1,616.1	100.0
Total	299	3,410.3		295	3,422.2		275	3,382.6	

Source: Trade Union Statistics, Australia (6323.0).

Award Coverage

Statistics on award coverage for employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1990. Approximately 80 per cent of employees were covered by awards, determinations or collective agreements at May 1990 compared to 85 per cent at May 1985. The largest falls over the period occurred in the private sector with male employer coverage decreasing from 76 per cent to 68 per cent and award coverage for female employees decreasing from 83 per cent to 78 per cent.

The industries with the highest award coverage rates were the Communications industry (99%), Electricity, gas and water (99%) and Public administration and defence (98%).

The occupation groups with the highest coverage by awards, determinations and collective agreements were Labourers and related workers for females at 93 per cent, and Plant and machine operators, and drivers for males at 93 per cent. The lowest coverage rate was 35 per cent for males in the Managers and administrators group.

There were significant differences between the percentages of male and female employees covered by Federal and State awards, determinations and collective agreements. Federal awards etc. covered 38 per cent of male employees compared to 23 per cent of female employees while State awards, etc. covered 37 per cent of male employees compared to 58 per cent of female employees.

TABLE 8.7. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
			—per cent—		
MALES					
Mining	76.3	44.9	30.3	76.6	23.4
Manufacturing	712.8	47.8	29.2	79.5	20.5
Food, beverages and tobacco	107.8	25.7	55.2	83.9	16.1
Textiles, clothing and footwear	36.1	43.3	32.3	78.5	21.5
Paper, paper products, printing and publishing	65.0	51.9	26.7	81.3	18.7
Chemical, petroleum and coal products	48.0	27.7	24.1	55.3	44.7
Metal products, machinery and equipment	331.2	59.3	19.3	80.9	19.1
Basic metal products	65.0	39.4	37.0	80.5	19.5
Fabricated metal products; Other machinery and equipment	181.5	59.6	14.9	76.8	23.2
Transport equipment	84.7	73.9	15.4	90.1	9.9
Other manufacturing	124.7	42.9	35.3	80.4	19.6
Electricity, gas and water	101.0	46.9	51.0	98.4	*1.6
Construction	265.0	30.7	43.6	76.3	23.7
Wholesale trade and retail trade	596.8	27.0	35.0	65.0	35.0
Wholesale trade	248.3	22.2	27.1	53.2	46.8
Retail trade	348.5	30.4	40.6	73.3	26.7
Transport and storage	219.8	59.2	25.1	85.5	14.5
Communication	94.5	99.6	*0.0	99.7	*0.3
Finance, property and business services	335.9	33.3	23.1	59.2	40.8
Public administration and defence	176.7	56.1	42.2	98.3	1.7
Community services	438.6	16.3	69.7	86.7	13.3
Recreation, personal and other services	156.6	22.2	40.8	66.3	33.7
All industries	3,174.1	38.0	37.3	77.3	22.7
FEMALES					
Mining	9.1	*13.4	36.9	51.8	48.2
Manufacturing	270.4	36.2	42.9	82.1	17.9
Food, beverages and tobacco	47.3	18.9	64.7	85.6	14.4
Textiles, clothing and footwear	55.1	55.6	32.3	88.3	11.7
Paper, paper products, printing and publishing	31.1	33.0	43.4	80.5	19.5
Chemical, petroleum and coal products	21.3	14.1	42.7	59.5	40.5
Metal products, machinery and equipment	82.2	40.6	37.4	82.1	17.9
Basic metal products	8.2	33.6	39.6	76.4	23.6
Fabricated metal products; Other machinery and equipment	56.6	33.7	41.7	80.3	19.7
Transport equipment	17.4	66.6	22.7	90.6	9.4
Other manufacturing	33.3	34.7	42.6	82.7	17.3
Electricity, gas and water	14.3	49.0	50.0	99.5	*0.5
Construction	42.2	6.6	29.5	45.5	54.5
Wholesale and retail trade	524.4	10.8	65.5	79.2	20.8
Wholesale trade	127.5	12.7	47.9	63.7	36.3
Retail trade	396.9	10.2	71.2	84.2	15.8
Transport and storage	52.9	49.1	22.7	73.8	26.2
Communication	37.1	97.3	*0.7	98.6	*1.4
Finance, property and business services	397.3	33.9	39.4	75.5	24.5
Public administration and defence	128.2	60.1	36.7	97.4	2.6
Community services	776.3	10.6	79.9	91.1	8.9
Recreation, personal and other services	226.0	24.3	56.7	82.5	17.5
All industries	2,478.2	23.2	58.4	83.5	16.5

For footnotes see end of table.

TABLE 8.7. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990 — *continued*

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
PERSONS					
Mining	85.4	41.5	31.0	74.0	26.0
Manufacturing	983.2	44.6	33.0	80.2	19.8
Food, beverages and tobacco	155.2	23.6	58.1	84.4	15.6
Textiles, clothing and footwear	91.1	50.8	32.3	84.4	15.6
Paper, paper products, printing and publishing	96.1	45.8	32.1	81.0	19.0
Chemical, petroleum and coal products	69.4	23.5	29.8	56.6	43.4
Metal products, machinery and equipment	413.5	55.6	22.9	81.2	18.8
Basic metal products	73.2	38.8	37.2	80.0	20.0
Fabricated metal products; Other machinery and equipment	238.1	53.4	21.2	77.7	22.3
Transport equipment	102.1	72.7	16.6	90.2	9.8
Other manufacturing	158.0	41.2	36.8	80.9	19.1
Electricity, gas and water	115.3	47.2	50.9	98.6	1.4
Construction	307.2	27.4	41.7	72.1	27.9
Wholesale and retail trade	1,121.2	19.4	49.3	71.6	28.4
Wholesale trade	375.7	19.0	34.2	56.8	43.2
Retail trade	745.5	19.6	56.9	79.1	20.9
Transport and storage	272.7	57.2	24.7	83.2	16.8
Communication	131.6	98.9	*0.2	99.4	*0.6
Finance, property and business services	733.2	33.6	31.9	68.0	32.0
Public administration and defence	304.9	57.8	39.9	97.9	2.1
Community services	1,214.9	12.7	76.2	89.5	10.5
Recreation, personal and other services	382.7	23.4	50.2	75.9	24.1
All Industries	5,652.2	31.5	46.5	80.0	20.0

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.

Source: Award Coverage, Australia, May 1990 (6315.0).

TABLE 8.8. ALL EMPLOYEES : AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990 (per cent)

	Covered by awards, determinations and collective agreements			Not covered by awards etc.
Occupation	Federal	State	Total	
MALES				
Managers and administrators	18.0	14.3	35.0	65.0
Professionals	25.7	39.5	67.2	32.8
Para-professionals	35.8	45.7	82.9	17.1
Tradespersons	48.0	37.3	86.9	13.1
Clerks	48.1	31.2	81.5	18.5
Salespersons and personal service workers	22.3	40.5	66.5	33.5
Plant and machine operators, and drivers	53.3	37.0	92.2	7.8
Labourers and related workers	38.8	49.1	89.2	10.8
All occupations	38.0	37.3	77.3	22.7
FEMALES				
Managers and administrators	13.6	32.4	49.0	51.0
Professionals	16.6	64.2	82.1	17.9
Para-professionals	18.3	72.7	91.4	8.6
Tradespersons	24.9	60.2	86.2	13.8
Clerks	25.6	49.5	78.1	21.9
Salespersons and personal service workers	18.3	68.3	88.2	11.8
Plant and machine operators, and drivers	62.0	29.1	91.9	8.1
Labourers and related workers	27.5	64.1	92.8	7.2
All occupations	23.2	58.4	83.5	16.5
PERSONS				
Managers and administrators	17.1	18.0	37.9	62.1
Professionals	21.6	50.8	74.0	26.0
Para-professionals	28.3	57.3	86.6	13.4
Tradespersons	45.7	39.6	86.8	13.2
Clerks	31.9	44.4	79.0	21.0
Salespersons and personal service workers	19.7	58.6	80.6	19.4
Plant and machine operators, and drivers	54.8	35.6	92.1	7.9
Labourers and related workers	34.3	55.0	90.6	9.4
All occupations	31.5	46.5	80.0	20.0

Source: Award Coverage, Australia, May 1990 (6315.0).

CHAPTER 9

TRAINING

Training is a major factor in both labour market adjustment and occupational mobility. In addition, the manner in which training is acquired can be a major influence on labour market efficiency.

National estimates of the expenditure by employers for the formal training of their employees are provided by the *Training Expenditure Survey*. The survey also provides estimates of the paid time employees spend receiving formal training. Detailed industry and employer size statistics on training expenditure are provided. These statistics are used to analyse industry training and monitor employer training expenditure.

Further, national details about the extent and the types of training and education being undertaken by wage and salary earners are provided through the 1989 survey of *How Workers Get Their Training*.

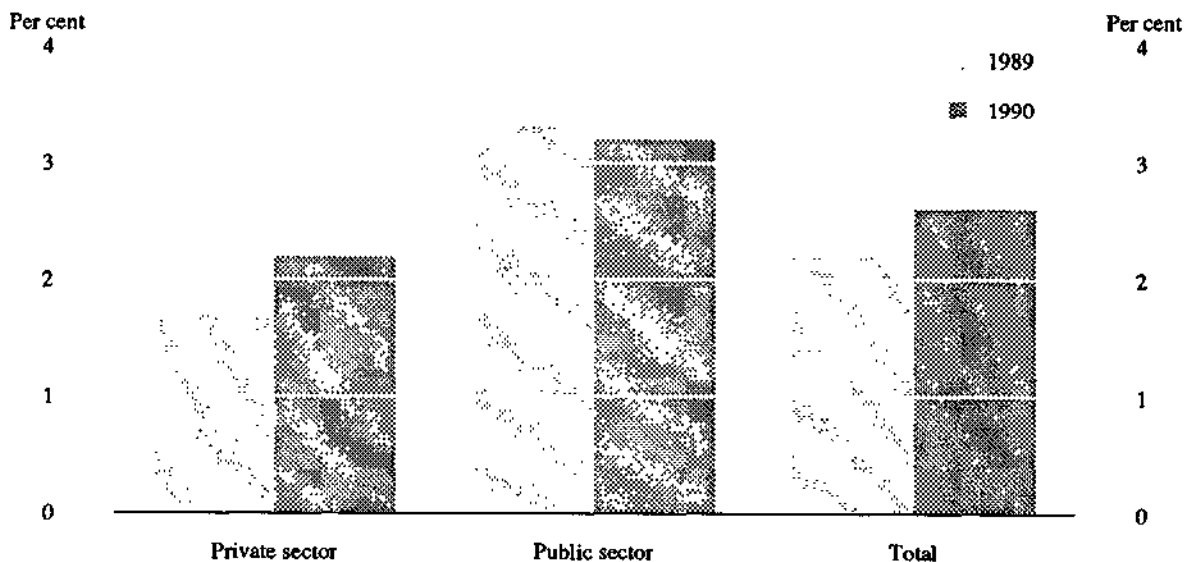
Training Expenditure

During the three months July to September 1990, Australian employers spent an amount equivalent to 2.6 per cent of gross wages and salaries on the formal training of their employees. This represents \$163 per employee, or almost six hours of training per employee in the three month period.

During the 1990 survey period, private sector employers overall spent the equivalent of 2.2 per cent of gross wages and salaries on the formal training of their employees, an average of \$132 per employee. Private sector employees received an average of 5.0 hours of formal training. In the public sector, employers spent the equivalent of 3.2 per cent of gross wages and salaries overall, an average of \$230, and provided 8.1 hours of formal training per employee for the three month period. By comparison, in 1989, private sector employers spent the equivalent of 1.7 per cent of gross wages and salaries on the formal training of their employees and public sector employers spent the equivalent of 3.3 per cent.

Employers with a large number of employees spent a higher proportion of gross wages and salaries on formal training than did those with few employees. Large employers (with 100 or more employees) spent three per cent of gross wages and salaries. By contrast, medium employers (with 20 to 99 employees) spent 1.9 per cent, and small employers (with 1 to 19 employees) spent 1.4 per cent on formal training during the quarter. In the private sector, large employers spent 2.8 per cent of gross wages and salaries, medium employers spent 1.9 per cent, and small employers spent 1.4 per cent. A greater number of large employers (94%) reported formal training expenditure than did either medium (64%) or small employers (19%).

**CHART 9.1. AVERAGE TRAINING EXPENDITURE BY SECTOR,
AUSTRALIA, JULY TO SEPTEMBER 1989 AND 1990**
Per cent of gross wages and salaries



Source: *Employer Training Expenditure, Australia, July to September 1990 (6353.0)*.

TABLE 9.1. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990

	1 - 19 employees	20 - 99 employees	100 or more employees	Total
PRIVATE				
Total training expenditure	1.35	per cent of gross wages and salaries 1.89	2.79	2.22
Total training expenditure per employee	67.9	dollars 112.5	181.8	132.1
Training hours per employee	4.00	hours 4.09	5.97	4.95
Employers reporting training expenditure(a)	18.3	per cent of employers 62.8	91.9	23.6
Total training expenditure	78.0	\$ million 108.2	338.4	524.7
PUBLIC				
Total training expenditure	*1.63	per cent of gross wages and salaries 1.81	3.25	3.19
Total training expenditure per employee	*75.5	dollars 127.9	234.9	229.9
Training hours per employee	*3.32	hours 4.25	8.23	8.05
Employers reporting training expenditure(a)	*41.7	per cent of employers 94.6	99.8	72.7
Total training expenditure	*1.0	\$ million *8.4	408.9	418.3
TOTAL				
Total training expenditure	1.35	per cent of gross wages and salaries 1.88	3.03	2.57
Total training expenditure per employee	68.0	dollars 113.5	207.5	162.8
Training hours per employee	3.99	hours 4.10	7.06	5.92
Employers reporting training expenditure(a)	18.5	per cent of employers 64.3	93.7	24.4
Total training expenditure	78.9	\$ million 116.7	747.3	942.9

(a) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

**TABLE 9.2. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY
EMPLOYER PAYROLL SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**

	<i>less than \$50,000(a)</i>	<i>\$50,000 and over(a)</i>	<i>Total</i>
PRIVATE			
Total training expenditure	per cent of gross wages and salaries 1.22	2.38	2.22
Total training expenditure per employee	51.3	dollars 152.1	132.1
Training hours per employee	3.53	hours 5.30	4.95
Employers reporting training expenditure(b)	13.8	per cent of employers 58.3	23.6
Total training expenditure	40.5	\$ million 484.2	524.7
PUBLIC			
Total training expenditure	per cent of gross wages and salaries *2.48	3.20	3.19
Total training expenditure per employee	*91.4	dollars 230.4	229.9
Training hours per employee	*2.88	hours 8.07	8.05
Employers reporting training expenditure(b)	*34.3	per cent of employers 94.0	72.7
Total training expenditure	*0.6	\$ million 417.7	418.3
TOTAL			
Total training expenditure	per cent of gross wages and salaries 1.23	2.70	2.57
Total training expenditure per employee	51.6	dollars 180.5	162.8
Training hours per employee	3.52	hours 6.30	5.92
Employers reporting training expenditure(b)	14.0	per cent of employers 60.0	24.4
Total training expenditure	41.1	\$ million 901.9	942.9

(a) This is the equivalent of \$200,000 for the full year. (b) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

Training Expenditure by Industry

The three industries with the highest average training expenditure were—

- Air transport, \$564 per employee;
- Mining, \$462 per employee; and
- Communication, \$347 per employee.

The three industries with the lowest average training expenditure were—

- Restaurants, hotels and clubs, \$44 per employee;
- Retail trade, \$61 per employee; and
- Wood, wood products manufacture, \$77 per employee.

By comparison, average training hours per employee were the highest in the Transport equipment manufacturing industry, 16.8 hours and in the Personal services industry, 12.8 hours. The Entertainment and recreation industry reported the least amount of training at 1.9 hours per employee for the three month period.

Training costs per hour varied considerably across industry from \$11 per hour in the Personal services industry up to \$77 in Air transport.

TABLE 9.3. AVERAGE TRAINING EXPENDITURE PER EMPLOYEE, ALL EMPLOYERS, SECTOR BY INDUSTRY, AUSTRALIA, JULY TO SEPTEMBER 1990
(Dollars)

Industry	Private			Total		
	In-house	External	Total	In-house	External	Total
Mining	310.5	153.7	464.2	313.3	148.8	462.1
Manufacturing	92.1	50.7	142.8	97.6	51.3	148.8
Food, beverages and tobacco	53.3	35.8	89.1	54.2	34.9	89.1
Textiles, clothing and footwear	72.6	23.1	95.7	72.1	23.2	95.3
Wood, wood products	*31.4	43.5	74.9	*33.1	43.4	76.5
Paper, paper products	*110.9	59.8	170.8	*110.7	60.5	171.2
Chemical, petroleum and coal products	229.5	82.0	311.5	226.6	83.0	309.6
Non metallic mineral products	53.2	50.7	103.9	53.2	50.7	103.9
Basic metal products	208.1	81.0	289.1	207.8	81.0	288.8
Fabricated metal, machinery and equipment	61.8	51.4	113.2	66.0	51.8	117.9
Transport equipment	172.1	70.4	242.4	203.0	72.9	275.9
Miscellaneous manufacturing	68.8	31.4	100.2	68.8	31.4	100.2
Electricity, gas and water	226.8	89.2	316.1	241.8	97.6	339.5
Construction	35.5	85.1	120.6	57.6	82.7	140.3
Non building construction	45.4	40.9	86.3	97.8	41.9	139.7
Other construction	34.3	90.6	124.9	46.4	94.1	140.4
Wholesale and retail trade	63.4	29.9	93.3	63.3	29.9	93.2
Wholesale trade	110.4	52.3	162.7	109.8	52.1	162.0
Retail trade	41.2	19.4	60.6	41.2	19.4	60.6
Transport and storage	115.4	41.4	156.8	178.5	35.4	213.9
Air transport	286.1	28.1	314.1	545.3	18.9	564.3
Other transport and storage	91.9	43.3	135.1	113.7	38.3	152.0
Communication	73.7	73.7	147.4	292.0	55.4	347.3
Finance, property and business services	152.6	70.9	223.5	150.7	65.4	216.1
Finance	240.5	62.9	303.4	235.7	56.4	292.0
Insurance	217.5	*112.5	330.0	217.3	*111.0	328.2
Property and business services	94.6	67.1	161.6	89.2	63.2	152.4
Public administration and defence	..	..	..	149.5	83.5	233.0
Community services	63.0	32.5	95.5	112.7	44.6	157.2
Health	*44.1	*17.6	*61.7	89.0	33.2	122.2
Other community services	86.3	50.9	137.2	128.2	52.0	180.2
Recreational, personal and other services	28.0	26.2	54.3	38.0	26.5	64.5
Entertainment and recreation	18.1	9.3	27.5	*58.3	18.6	76.8
Restaurants, hotels and clubs	25.2	*19.2	44.4	25.2	*19.0	44.2
Personal services	*58.2	90.3	148.6	*57.4	88.7	146.1
All Industries	85.5	46.6	132.1	112.2	50.6	162.8

Source: Employer Training Expenditure, Australia, July to September 1990 (6353.0).

Fields of Training

Formal training was classified into fields of training according to the main content of the training course or program.

Formal trade and apprenticeship training accounted for 27 per cent of all training, with an average of 1.6 hours per employee. The next highest were Management and professional training and Technical and para-professional training with an average of 1 hour and 0.9 hours per employee, respectively.

In the private sector Trade and apprenticeship training accounted for almost 40 per cent of all training, averaging 1.9 hours per employee.

In the public sector, the two highest fields of training were Technical and para-professional, 2.2 hours per employee and Management and professional training, 1.8 hours per employee.

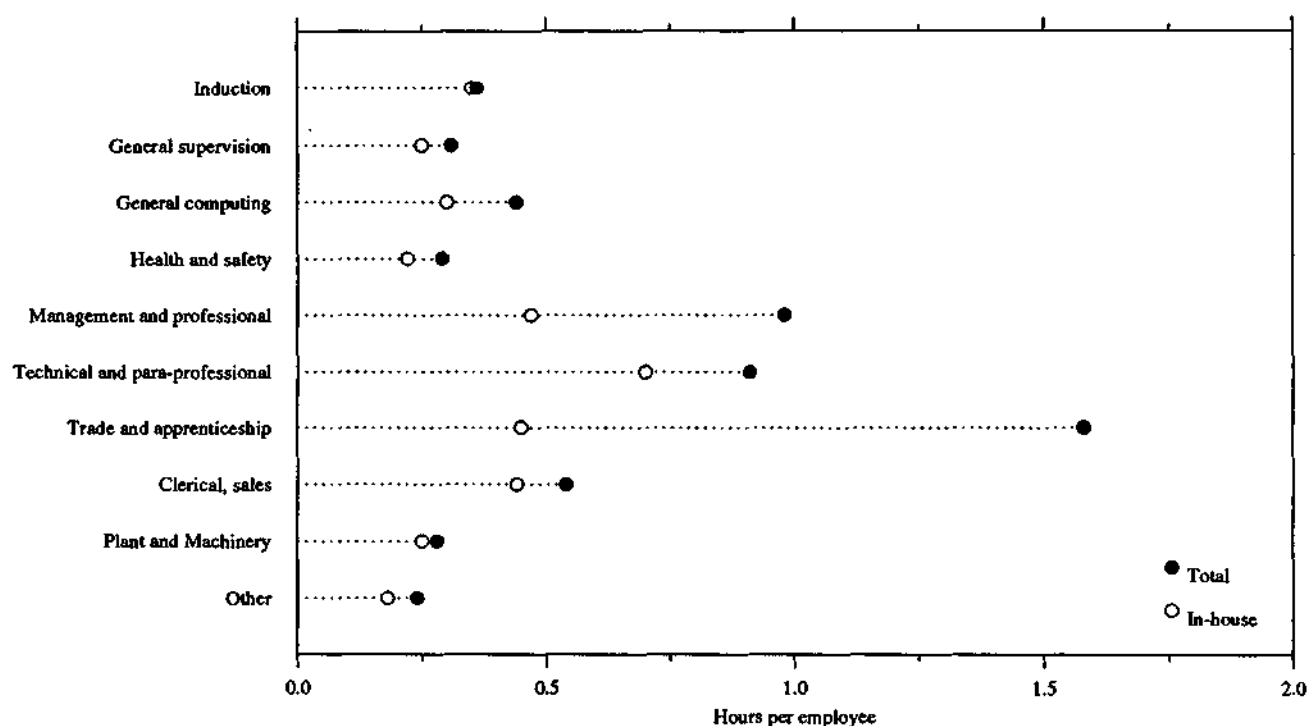
The highest levels of Trade and apprenticeship training were recorded in the following industries—

- Construction, 6.7 hours on average per employee;
- Electricity, gas and water, 3.3 hours per employee;
- Manufacturing, 3.3 hours per employee; and
- Mining, 2.9 hours per employee.

The highest levels of Management and professional training were recorded in the following industries—

- Public administration and defence, 1.8 hours per employee;
- Community services, 1.8 hours per employee;
- Finance, property and business services, 1.3 hours per employee; and
- Communication, 1.2 hours per employee.

CHART 9.2. AVERAGE PAID TRAINING TIME PER EMPLOYEE
FIELD OF TRAINING (a), AUSTRALIA, JULY TO SEPTEMBER 1990



(a) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353).

TABLE 9.4. AVERAGE PAID TRAINING TIME PER EMPLOYEE(a), ALL EMPLOYERS,
FIELD OF TRAINING BY SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990
(Hours)

<i>Field of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
PRIVATE			
Induction	0.35	0.00	0.35
General supervision	0.23	0.05	0.29
General computing	0.24	0.13	0.37
Health and safety	0.17	0.06	0.22
Management and professional	0.32	0.28	0.60
Technical and para-professional	0.19	0.11	0.30
Trade and apprenticeship	0.43	1.43	1.86
Clerical, sales	0.42	0.10	0.52
Plant and machinery	0.24	0.03	0.27
Other	0.12	0.04	0.16
<i>All fields</i>	<i>2.70</i>	<i>2.24</i>	<i>4.95</i>
PUBLIC			
Induction	0.36	*0.01	0.36
General supervision	0.30	0.07	0.37
General computing	0.44	0.16	0.60
Health and safety	0.33	0.09	0.42
Management and professional	0.80	1.00	1.79
Technical and para-professional	1.81	0.43	2.24
Trade and apprenticeship	0.49	0.47	0.95
Clerical, sales	0.50	0.10	0.60
Plant and machinery	0.27	0.04	0.31
Other	0.32	0.08	0.40
<i>All fields</i>	<i>5.60</i>	<i>2.45</i>	<i>8.05</i>
TOTAL			
Induction	0.35	0.01	0.36
General supervision	0.25	0.06	0.31
General computing	0.30	0.14	0.44
Health and safety	0.22	0.07	0.29
Management and professional	0.47	0.51	0.98
Technical and para-professional	0.70	0.21	0.91
Trade and apprenticeship	0.45	1.13	1.58
Clerical, sales	0.44	0.10	0.54
Plant and machinery	0.25	0.03	0.28
Other	0.18	0.05	0.24
<i>All fields</i>	<i>3.61</i>	<i>2.31</i>	<i>5.92</i>

(a)The total time receiving formal training averaged over the total number of employees. (b) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

Components of Training Expenditure

Employees' wages for time receiving training (\$81 per employee) was the largest single component of training expenditure during the period. Employers also spent an average of \$57 per employee for trainers' costs which covers gross wages and salaries for employees providing training, consultants' fees, and training institution fees. A further \$25 per employee was spent on other items such as training equipment, travel, meals, accommodation, consumables, training rooms, and payments to industry training bodies.

**TABLE 9.5. COMPOSITION OF AVERAGE TRAINING EXPENDITURE PER EMPLOYEE,
ALL EMPLOYERS, SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990**
(Dollars)

<i>Components of expenditure</i>	<i>Private</i>	<i>Public</i>	<i>Total</i>
<i>Employees' wages and salaries for time receiving training</i>	63.3	119.6	81.0
<i>Trainers' costs (including fees)</i>	46.7	79.9	57.2
Wages and salaries for time providing training	22.7	55.2	32.9
Fees to consultants and institutions	24.0	24.8	24.3
<i>Other expenditure</i>	22.0	30.4	24.6
Equipment	2.6	4.4	3.1
Travel, accommodation and meals	11.0	14.1	12.0
Training rooms	3.6	6.1	4.4
Payments to industry training bodies	*1.5	*1.7	*1.6
Other(a)	3.2	4.1	3.5
 Total wages and salaries costs(b)	 86.1	 174.7	 113.9
Total costs other than wages and salaries(c)	46.0	55.2	48.9
 Total training expenditure	 132.1	 229.9	 162.8
Training subsidies received	*6.9	5.0	*6.3
Net training expenditure	125.1	225.0	156.5

(a) Materials, books, computer based training packages, printing, etc. (b) Employees' gross wages and salaries for time receiving and providing training. (c) Fees to consultants and institutions, and *Other expenditure*.

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

**TABLE 9.6. COMPOSITION OF AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS,
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**
(Per cent of gross wages and salaries)

<i>Components of expenditure</i>	<i>1 - 19 employees</i>	<i>20 - 99 employees</i>	<i>100 or more employees</i>	<i>Total</i>
<i>Employees' wages and salaries for time receiving training</i>	0.8	0.9	1.5	1.3
In-house training	0.3	0.4	1.0	0.8
External training	0.5	0.5	0.4	0.5
Trainers' costs (including fees)	0.4	0.6	1.1	0.9
Other expenditure	*0.2	0.4	0.4	0.4
 Total wages and salaries costs(a)	 1.0	 1.1	 2.2	 1.8
Total costs other than wages and salaries(b)	0.4	0.8	0.9	0.8
 Total in-house	 0.6	 1.0	 2.2	 1.8
Total external	0.7	0.9	0.8	0.8
 Total	 1.4	 1.9	 3.0	 2.6

(a) Employees' gross wages and salaries for time receiving and providing training. (b) Fees to consultants and institutions, and *Other expenditure*.

Source: *Employer Training Expenditure, Australia, July to September 1990* (6353.0).

How Workers Get Their Training

Of those persons who had a wage or salary job in the twelve months to July 1989, 79 per cent undertook some form of training in that period.

Some 72 per cent of all employees received on-the-job training. About 35 per cent undertook in-house training courses, 17 per cent studied for an educational qualification, and 10 per cent attended at least one external training course. Some workers received more than one form of training.

Qualifying training

Of the 6,704,700 persons who had a wage or salary job during the year, 32 per cent (2,122,400) required a post-school qualification to secure their main job, and 13 per cent (863,400) required a secondary school certificate.

Some 69 per cent of Professionals required a diploma, bachelor degree or higher qualification to obtain their jobs, and 45 per cent of Tradespersons required a trade qualification or apprenticeship.

For public sector, and private sector employees, 63 per cent and 37 per cent respectively required an educational qualification to obtain their jobs.

Of the 2,985,800 persons who needed an educational qualification for their jobs, 29 per cent (853,700) received employer support in gaining that qualification. Of workers who needed to complete a trade qualification or apprenticeship, 64 per cent received employer support in obtaining that qualification.

In-house training courses

Some 2,337,500 persons who had a wage or salary job in the last twelve months attended in-house training courses. Of these persons, 42 per cent attended one course only, and 14 per cent attended 5 or more courses.

About 26 per cent of those attending an in-house training course nominated management and professional training as the type of course on which they spent most time.

Of those undertaking in-house training, 331,500 (14%) stated that the main type of course taken had helped them obtain a promotion, while a further 17 per cent (388,000) felt that the training would be likely to help them gain a promotion.

Some 39 per cent reported spending between 1 and 9 hours on the main in-house training course, while 22 per cent reported 40 hours or more.

Persons attending in-house courses attended an average 2.1 principal courses (principal courses refer to the first four in-house courses on which workers spent the most time) during the year. Approximately 34 per cent spent a total of 40 or more hours on those courses, while 26 per cent spent less than 10 hours.

External training courses

An estimated 658,400 persons who had a wage and salary job during the year took 1,012,400 places on principal external training courses during the year. Most of these courses were taken while working. Two-thirds of persons who had undertaken an external training course while working had employer support for that course.

Some 445,700 workers undertook one external course only, representing 68 per cent of all persons who attended an external training course. Management and professional training was reported by 32 per cent of those taking an external course as their main type of external training.

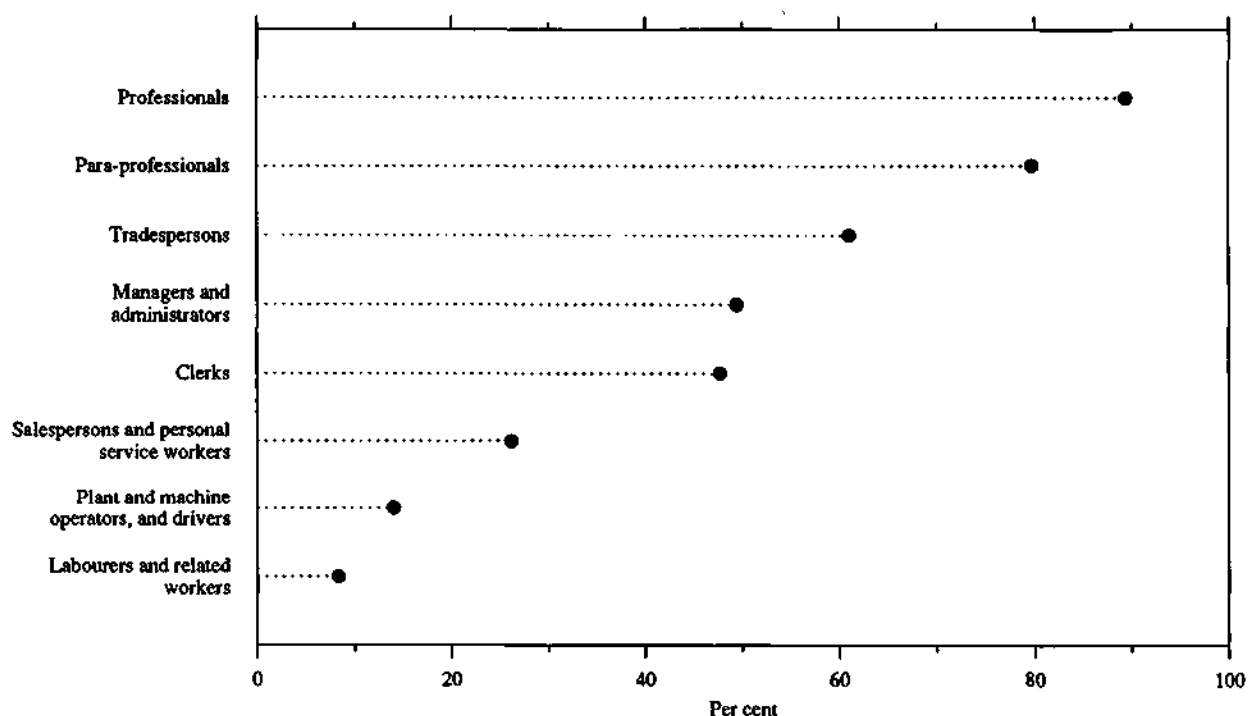
For 77 per cent of those taking an external course, the main course attended took less than 40 hours, and for 41 per cent the main course was for less than 10 hours.

TABLE 9.7. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989

	Studied for educational qualification in 1988	Training courses undertaken					Some training undertaken	No training undertaken	Total
		External training			In-house	On-the-job			
		Employer supported	Total						
				— per cent —					('000)
<i>Marital status —</i>									
Married	9.0	7.0	10.1	36.0	66.6	74.5	25.5	4,031.6	
Not married	28.5	5.5	9.4	33.1	79.6	86.0	14.0	2,673.1	
<i>Family status —</i>									
Member of a family	15.9	6.4	9.6	34.4	70.9	78.3	21.7	5,441.4	
Husband or wife	9.0	7.0	10.1	36.2	66.6	74.5	25.5	3,901.8	
With dependents present	8.7	7.2	10.5	37.5	68.0	76.1	23.9	2,367.2	
Without dependents present	9.3	6.8	9.6	34.3	64.5	72.1	27.9	1,534.6	
Other family head	12.4	5.0	10.7	32.2	70.7	77.9	22.1	273.8	
Full-time student aged 15-24(a)	85.4	*0.9	*2.2	23.5	81.5	99.1	*0.9	136.5	
Other child of married couple or family head	32.9	5.2	8.5	30.7	84.9	89.2	10.8	1,051.5	
Other relative of married couple or family head	22.1	*2.9	*3.5	23.8	77.1	81.3	18.7	77.8	
Not a member of a family	20.0	7.2	11.8	38.6	76.1	83.1	16.9	960.7	
Family status not determined	22.6	4.6	8.2	30.5	74.6	80.4	19.6	302.7	
<i>Birthplace and period of arrival —</i>									
Born in Australia	17.9	6.3	9.9	36.2	73.3	80.6	19.4	5,039.0	
Born outside Australia	13.2	6.7	9.6	30.8	67.2	74.4	25.6	1,665.8	
Main English speaking countries	12.7	8.5	12.9	37.3	71.9	79.4	20.6	777.0	
Other countries	13.7	5.2	6.8	25.0	63.1	70.0	30.0	888.7	
Arrived before 1960	5.5	7.5	11.3	30.7	54.5	62.9	37.1	272.4	
Arrived 1960-1969	9.7	6.6	9.5	31.7	61.3	68.8	31.2	473.3	
Arrived 1970-1979	17.5	6.3	8.9	31.4	70.2	76.9	23.1	435.2	
Arrived 1980-1989	17.2	6.7	9.5	29.4	77.4	84.0	16.0	484.8	
<i>Age (years) —</i>									
15-24	37.9	4.2	7.1	30.3	87.7	92.6	7.4	1,705.3	
25-34	13.8	7.8	11.9	39.6	76.0	83.2	16.8	1,939.1	
35-44	9.0	8.0	12.0	40.2	68.1	77.1	22.9	1,621.9	
45-54	5.2	6.5	9.3	31.5	56.5	64.6	35.4	977.9	
55-64	2.9	3.1	4.7	20.4	40.9	49.0	51.0	460.5	
<i>Level of educational attainment —</i>									
With post-school qualifications	17.2	9.9	14.9	44.2	76.2	84.1	15.9	3,172.6	
Post-graduate degree or graduate diploma	20.6	18.5	28.0	59.8	84.4	92.9	7.1	315.7	
Bachelor degree or diploma	23.4	15.8	21.8	56.2	84.9	90.8	9.2	747.6	
Trade qualification or apprenticeship	9.4	5.6	8.5	31.5	65.8	74.3	25.7	936.0	
Post-secondary certificate	18.8	7.4	12.1	42.6	76.6	85.3	14.7	1,143.7	
Full-time student aged 15-24(a)	*12.1	*7.9	*12.1	32.8	79.4	83.4	*16.6	29.6	
Without post-school qualifications(b)	16.4	3.2	5.2	26.5	67.9	74.5	25.5	3,532.1	
Attended highest level of secondary school available	33.4	6.2	8.5	36.6	79.4	87.5	12.5	1,006.6	
Did not attend highest level of secondary school available	9.4	2.0	3.8	22.4	63.2	69.2	30.8	2,496.5	
Left at age —									
16 years or over	14.4	2.5	4.8	26.7	72.8	79.0	21.0	1,091.0	
15 years or under	5.6	1.6	3.1	19.1	55.7	61.7	38.3	1,405.5	
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7	
<i>Males</i>	<i>17.0</i>	<i>7.4</i>	<i>10.4</i>	<i>35.1</i>	<i>71.1</i>	<i>78.8</i>	<i>21.2</i>	<i>3,740.7</i>	
<i>Females</i>	<i>16.5</i>	<i>5.2</i>	<i>9.1</i>	<i>34.6</i>	<i>72.7</i>	<i>79.4</i>	<i>20.6</i>	<i>2,964.0</i>	
				— '000 —					
Total	1,124.0	429.2	658.4	2,337.5	4,814.4	5,300.1	1,404.6	6,704.7	
<i>Males</i>	<i>634.1</i>	<i>276.5</i>	<i>388.3</i>	<i>1,311.2</i>	<i>2,659.0</i>	<i>2,947.5</i>	<i>793.2</i>	<i>3,740.7</i>	
<i>Females</i>	<i>489.9</i>	<i>152.7</i>	<i>270.1</i>	<i>1,026.4</i>	<i>2,155.4</i>	<i>2,352.6</i>	<i>611.5</i>	<i>2,964.0</i>	

(a) Excludes persons attending school. (b) Includes those who never attended school and those for whom secondary school qualifications could not be determined.

CHART 9.3. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: OCCUPATION AND PROPORTION WHO REQUIRED AN EDUCATIONAL QUALIFICATION TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER, AUSTRALIA, 1989



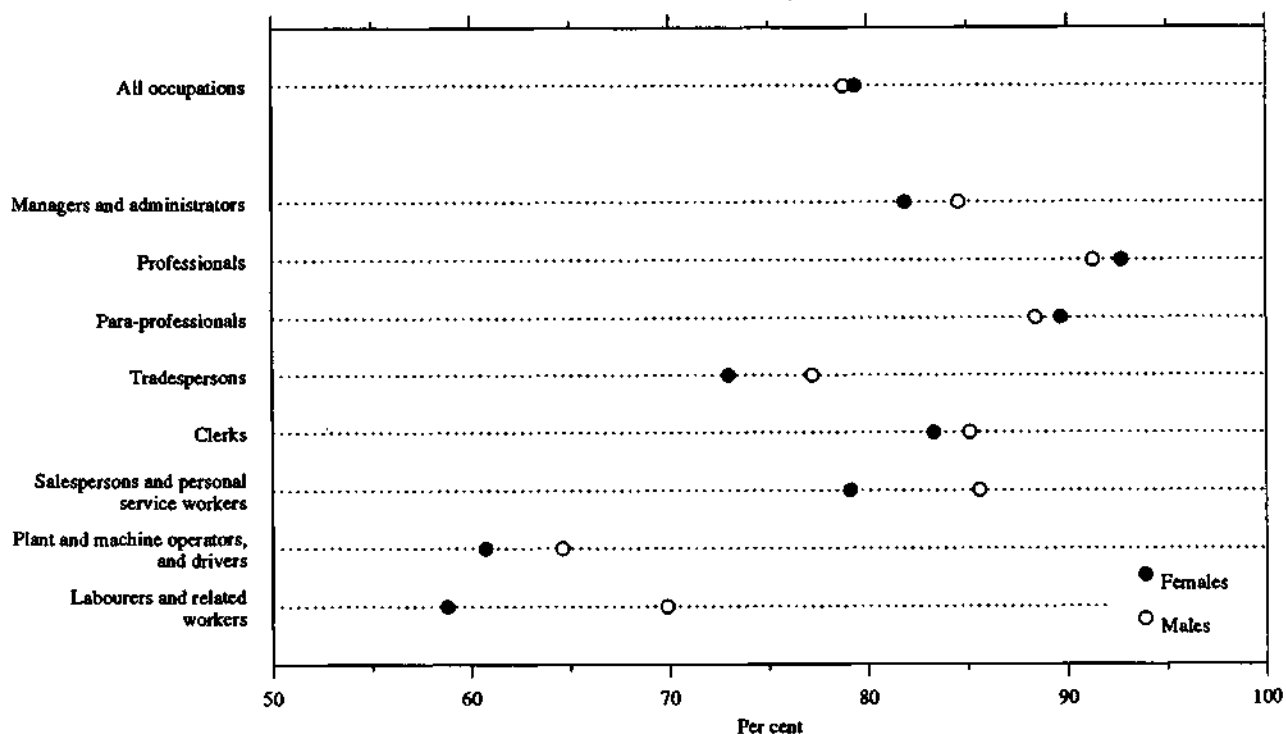
Source: *How Workers Get Their Training, 1989* (6278.0).

TABLE 9.8. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS : SUMMARY OF EMPLOYMENT CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989

	Studied for educational qualification in 1988	Training courses undertaken						Total	
		External training			In-house	On-the-job	Some training undertaken		No training undertaken
		Employer supported	Total	Total					
(’000)									
<i>Hours usually worked —</i>									
Part-time	20.3	1.8	6.0	21.9	65.5	72.9	27.1	1,409.3	
1-15	27.0	*0.8	5.5	15.9	64.0	72.2	27.8	581.5	
16-29	15.5	2.1	5.7	26.0	64.9	71.8	28.2	599.9	
30-34	16.1	3.7	8.0	26.2	70.8	77.5	22.5	227.9	
Full-time	15.8	7.6	10.8	38.3	73.5	80.7	19.3	5,295.5	
35-39	15.2	5.7	8.3	36.9	72.3	79.7	20.3	1,913.7	
40	16.6	6.2	9.1	34.5	71.9	78.6	21.4	1,706.9	
41-44	17.5	8.2	12.7	43.8	77.5	85.4	14.6	321.1	
45-48	17.2	11.5	15.7	45.6	77.5	84.7	15.3	558.8	
49 and over	13.8	12.2	16.7	42.5	75.4	82.9	17.1	794.9	
<i>Whether permanent or casual employee —</i>									
Permanent	15.5	7.7	11.0	39.8	73.2	80.5	19.5	5,367.0	
Casual	21.9	1.2	5.2	15.2	66.3	73.2	26.8	1,337.7	
<i>Size of location (employees) —</i>									
Under 10	18.2	3.9	7.5	19.9	71.2	76.1	23.9	1,539.7	
10-19	16.6	4.1	7.4	26.4	72.4	77.3	22.7	800.0	
20-99	16.5	6.2	9.8	37.6	72.8	80.3	19.7	1,869.4	
100 and over	16.3	9.2	12.5	46.5	72.0	81.4	18.6	2,347.3	
Don't know	13.2	*2.4	5.7	18.6	59.3	66.3	33.7	148.3	
<i>Sector —</i>									
Public	16.7	8.4	12.6	52.4	74.4	83.7	16.3	1,928.8	
Private	16.8	5.6	8.7	27.8	70.8	77.2	22.8	4,776.0	
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7	

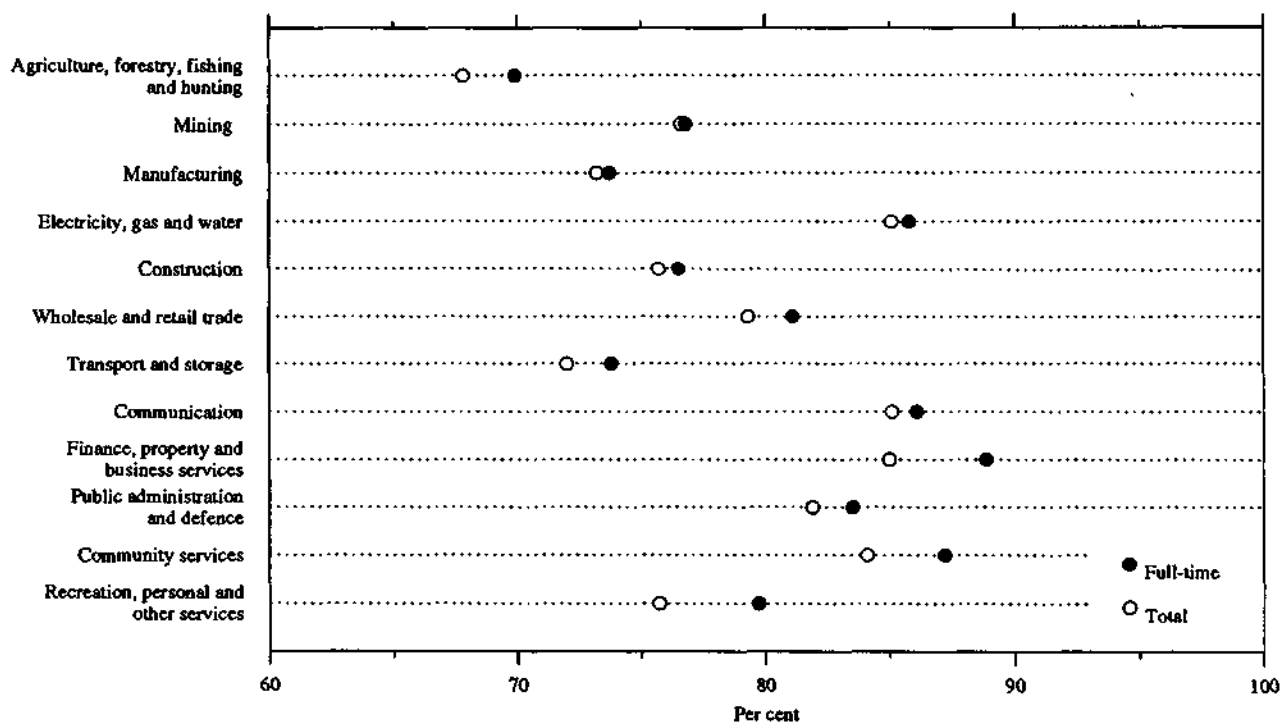
Source: *How Workers Get Their Training, 1989* (6278.0).

**CHART 9.4. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY OCCUPATION,
AUSTRALIA, 1989**



Source: *How Workers Get Their Training, 1989* (6278.0).

**CHART 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY INDUSTRY AND
FULL-TIME/TOTAL WORKERS, AUSTRALIA, 1989**



Source: *How Workers Get Their Training, 1989* (6278.0).

CHAPTER 10

INTERNATIONAL COMPARISONS

In many countries, including Australia, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as a by-product of administrative systems. The ILO generally recommends the survey approach as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the ILO, the Organisation for Economic Co-operation and Development (OECD), and the United States Bureau of Labour Statistics (BLS). These organisations make some adjustments to figures supplied by the various national statistical organisations in order to make the data more comparable and in greater conformity to ILO standards.

The following tables have been derived primarily from the data compiled by ILO and OECD and, where possible, data are presented for the period 1981 to 1991. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards. The countries shown are those for which comparable data are generally available.

Population

Between 1988 and 1991, the populations of the UK and Italy grew by less than one per cent. In Japan, France, Sweden and New Zealand, the increase was between 1.1 and 2.1 per cent. Larger increases were recorded in the USA (3.3%), Canada (4.0%) and Australia (4.8%).

TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1981 TO 1991
(million)

Year	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	14.92	230.14	117.65	61.68	56.50	56.38	54.18	24.37	8.32	3.16
1982	15.18	232.52	118.45	61.64	56.64	56.34	54.48	24.60	8.33	3.18
1983	15.39	234.80	119.26	61.42	56.83	56.38	54.73	24.80	8.33	3.23
1984	15.58	237.01	120.02	61.18	56.98	56.49	54.95	25.00	8.34	3.26
1985	15.79	239.28	120.75	61.02	57.13	56.62	55.17	25.18	8.35	3.27
1986	16.02	241.63	121.49	61.07	57.22	56.76	55.39	25.37	8.37	3.28
1987	16.26	243.93	122.09	61.08	57.33	56.93	55.63	25.64	8.40	3.31
1988	16.54	246.31	122.61	61.45	57.44	57.07	55.88	25.94	8.44	3.33
1989	16.83	248.76	123.12	62.06	57.53	57.24	56.16	26.40	8.49	3.34
1990	17.09	251.52	123.54	(a)79.57	57.65	57.41	56.42	26.60	8.56	3.38
1991	17.34	254.33	123.92	n.a.	57.75	57.56	56.73	26.99	8.61	3.40

(a) Includes the former German Democratic Republic.

Source: OECD Labour Force Statistics, 1969-1989, 1970-1990; OECD Quarterly Labour Force Statistics, 1/1992; United Nations. Monthly Bulletin of Statistics, April 1992; Italian Statistical Abstract, 1992

Civilian Labour Force

Japan experienced a relatively large increase of 3.7 per cent in its labour force between 1989 and 1991. The next largest increases occurred in Australia (3.4%) and the Federal Republic of Germany (3.0%). There was little change in labour size in the UK and Sweden over this period, while Canada, Italy and the USA showed moderate increases of 1.9, 1.5 and 1.1 per cent respectively.

Over the ten years 1981 to 1991, Australia had the largest percentage increase in the labour force (26%). Large increases were also recorded in Canada (16%), the USA (15%) and Japan (14%). Italy (8.7%) and the Federal Republic of Germany (8.5%) showed moderate increases over this time period. Smaller increases were recorded in the UK (6.4%) and Sweden (5.1%).

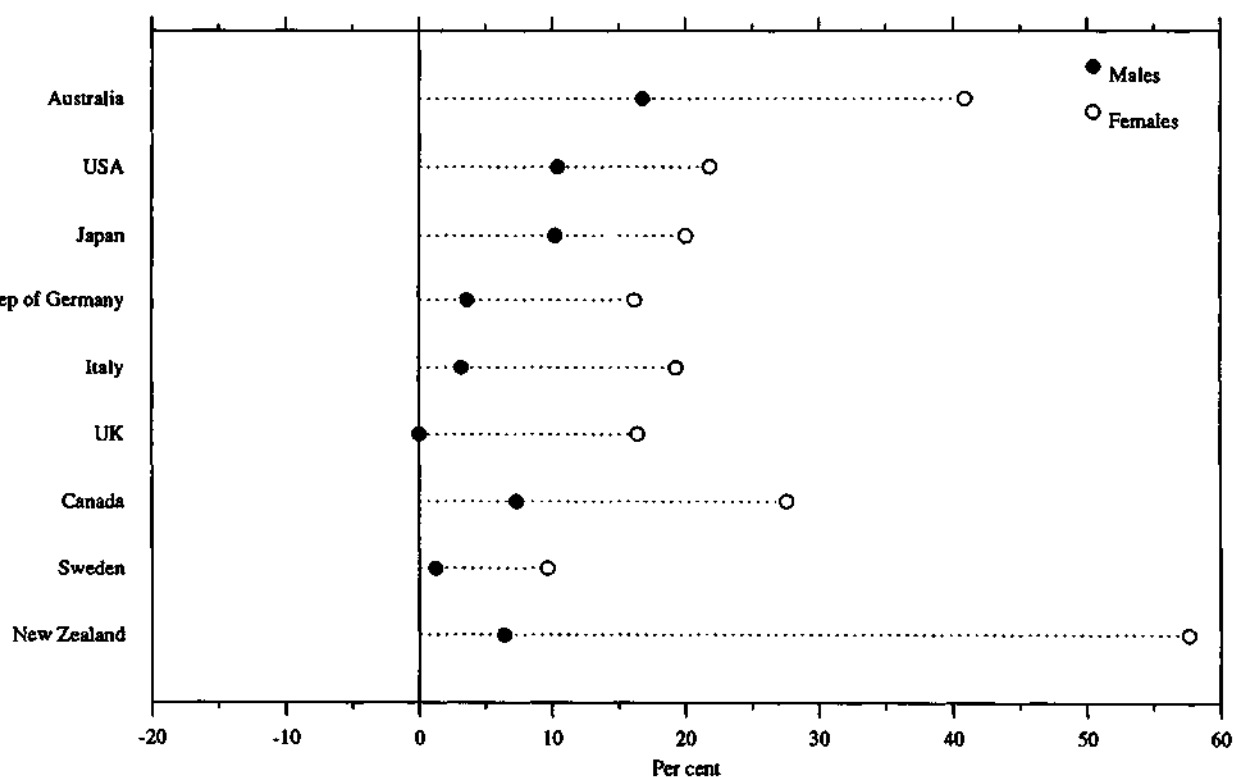
TABLE 10.2. CIVILIAN LABOUR FORCE : SELECTED COUNTRIES, 1981 TO 1991
('000)

Year(a)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	6,774	108,670	57,070	27,770	22,129	26,406	22,953	11,899	4,332	1,305
1982	6,841	110,204	57,740	28,026	22,220	26,354	23,163	11,926	4,357	1,329
1983	6,928	111,550	58,890	28,067	22,490	26,288	23,142	12,109	4,375	1,342
1984	7,070	113,544	59,270	28,135	22,722	26,939	23,304	12,316	4,391	1,358
1985	7,248	115,461	59,630	28,366	22,890	27,389	23,357	12,532	4,424	1,387
1986	7,516	117,834	60,200	28,659	23,225	27,469	23,445	12,746	4,385	1,608
1987	7,694	119,865	60,840	28,855	23,416	27,661	23,555	13,011	4,421	1,620
1988	7,892	121,669	61,660	29,082	23,687	27,945	23,606	13,275	4,471	1,591
1989	8,233	123,869	62,700	29,246	23,700	28,119	23,746	13,503	4,527	1,573
1990	8,441	124,787	63,840	29,829	23,966	28,133	23,895	13,681	4,577	(b)1,596
1991	8,517	125,303	65,050	30,119	24,063	28,107	n.a.	13,757	4,552	(b)1,618

(a) Annual averages. (b) Total labour force.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992; Key Statistics, New Zealand, March 1992.

CHART 10.1. CIVILIAN LABOUR FORCE: PERCENTAGE CHANGE
BETWEEN 1981 AND 1991 BY SEX, SELECTED COUNTRIES



Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

TABLE 10.3. CIVILIAN LABOUR FORCE : PARTICIPATION RATES, SELECTED COUNTRIES, 1981 TO 1991
(per cent)

Year(a)	Australia	USA	Japan	Italy(b)	UK	France	Canada	Sweden	New Zealand
1981	60.5	60.8	63.4	49.7	59.0	54.4	63.1	64.5	56.4
1982	59.8	60.9	63.4	49.1	58.6	54.5	62.4	64.5	56.6
1983	59.5	60.9	63.8	49.1	58.2	54.0	62.7	64.5	55.9
1984	59.7	61.3	63.4	49.1	59.2	54.0	63.1	63.6	55.7
1985	60.1	61.6	63.0	49.1	60.1	53.7	63.5	63.9	56.2
1986	61.0	62.1	62.8	49.4	60.2	53.5	63.9	63.9	64.7
1987	61.2	62.6	62.6	49.4	59.9	53.3	64.9	64.1	64.2
1988	61.4	63.0	62.6	49.4	60.2	53.0	64.9	64.5	62.4
1989	62.5	63.6	62.9	49.3	60.8	53.0	65.1	64.9	61.2
1990	63.1	65.7	63.4	49.0	63.3	53.5	65.1	65.2	61.3
1991—									
Males	73.6	71.5	77.4	63.1	70.8	61.4	72.6	68.9	68.5
Females	51.6	55.4	50.6	35.6	50.2	44.9	56.6	60.7	52.3
Persons	62.5	63.1	63.7	48.9	60.2	52.9	64.4	66.2	60.4

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1969-1989, 1970-1991 unpublished data.

Civilian Employment

Between 1981 and 1991 there has been a general decline in several OECD countries in the proportion of persons employed in agriculture and industry and an increase in the proportion employed in services. In Australia, employment in agriculture has remained at 5.5 per cent of civilian employment over the last 3 years after declining from 6.5 per cent in 1981, while the proportion employed in industry fell below 25 per cent in 1991 and the proportion employed in services reached 70 per cent.

In the USA, employment in industry, while declining steadily, is 25 per cent of total civilian employment and employment in services has increased to above 71 per cent. Employment in agriculture is 3.0 per cent.

Employment in agriculture in the UK has been between 2.1 and 2.2 per cent of the total for the last three years. Employment in industry, although declining, was 28 per cent of the total in 1991 and employment in services as a proportion of civilian employment in the UK had almost reached 70 per cent by 1991.

Canada, with 4.5 per cent of its civilian employment in agriculture in 1991 compared to Australia's 5.5 per cent, had a smaller percentage employed in industry in 1991 (23%) than Australia (24%) while the proportion employed in services (72%) is higher than that for Australia (70%).

TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS : SELECTED COUNTRIES, 1981 TO 1991
(per cent)

Year(a)	Australia	USA	Japan	Italy(b)	UK	France	Canada	Sweden	New Zealand
1981	57.6	56.1	62.0	45.7	53.6	50.3	58.4	62.9	54.4
1982	56.4	55.0	61.9	44.9	52.4	49.9	55.7	62.5	54.6
1983	54.4	55.1	62.1	44.4	51.5	49.4	55.6	62.3	52.8
1984	55.1	56.7	61.7	44.1	52.6	48.6	55.3	61.6	52.5
1985	55.8	57.2	61.4	44.0	53.1	48.1	57.3	62.1	53.9
1986	56.9	57.8	61.0	43.8	53.2	47.8	58.3	62.2	62.2
1987	56.3	58.7	60.8	43.4	53.6	47.6	58.7	62.9	61.6
1988	57.2	59.5	61.1	43.4	55.2	47.6	59.9	63.5	58.9
1989	58.9	60.2	61.5	43.3	57.0	47.9	60.2	64.0	56.8
1990	58.6	62.2	62.1	43.6	59.7	48.5	59.8	64.2	56.6
1991—									
Males	66.1	66.5	75.9	58.6	63.1	57.1	64.7	66.9	61.0
Females	47.1	51.8	49.5	29.9	47.9	39.7	51.1	59.3	47.4
Persons	56.5	58.9	62.4	43.7	55.3	48.1	57.8	63.0	54.1

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1969-1989, 1970-1991 unpublished data.

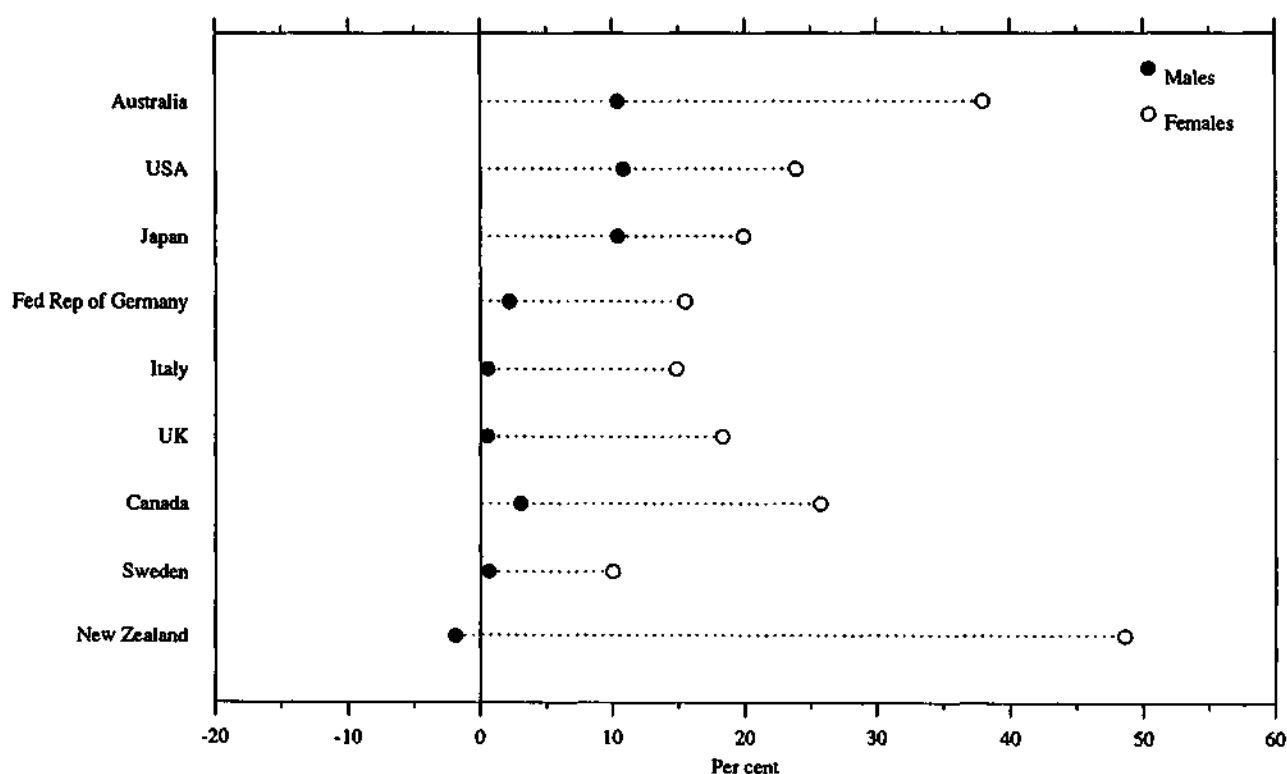
TABLE 10.5. CIVILIAN EMPLOYMENT : SELECTED COUNTRIES, 1981 TO 1991
('000)

Year(a)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	6,394	100,397	55,810	25,610	20,361	24,011	21,203	11,001	4,224	1,258
1982	6,379	99,526	56,380	25,177	20,297	23,584	21,240	10,618	4,220	1,282
1983	6,241	100,834	57,330	24,793	20,350	23,304	21,168	10,675	4,224	1,266
1984	6,466	105,005	57,660	24,839	20,418	23,909	20,981	10,932	4,255	1,281
1985	6,676	107,150	58,070	25,010	20,508	24,210	20,915	11,221	4,299	1,329
1986	6,919	109,597	58,530	25,267	20,614	24,240	20,955	11,531	4,269	1,544
1987	7,092	112,440	59,110	26,626	20,584	24,755	21,018	11,861	4,337	1,554
1988	7,366	114,968	60,110	26,840	20,815	25,604	21,186	12,245	4,399	1,502
1989	7,725	117,342	61,280	27,209	20,833	26,376	21,465	12,486	4,466	1,461
1990	7,850	117,914	62,490	27,946	21,215	26,577	21,699	12,572	4,508	1,472
1991	7,705	116,877	63,690	28,430	21,410	25,866	.	12,340	4,431	1,451

(a) Annual averages.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992; Key Statistics, New Zealand, March 1992.

**CHART 10.2. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE
BETWEEN 1981 AND 1991 BY SEX, SELECTED COUNTRIES**



Source: OECD Labour Force Statistics, 1969-1989; OECD Labour Force Statistics, 1/1992; Key Statistics, New Zealand, March 1992.

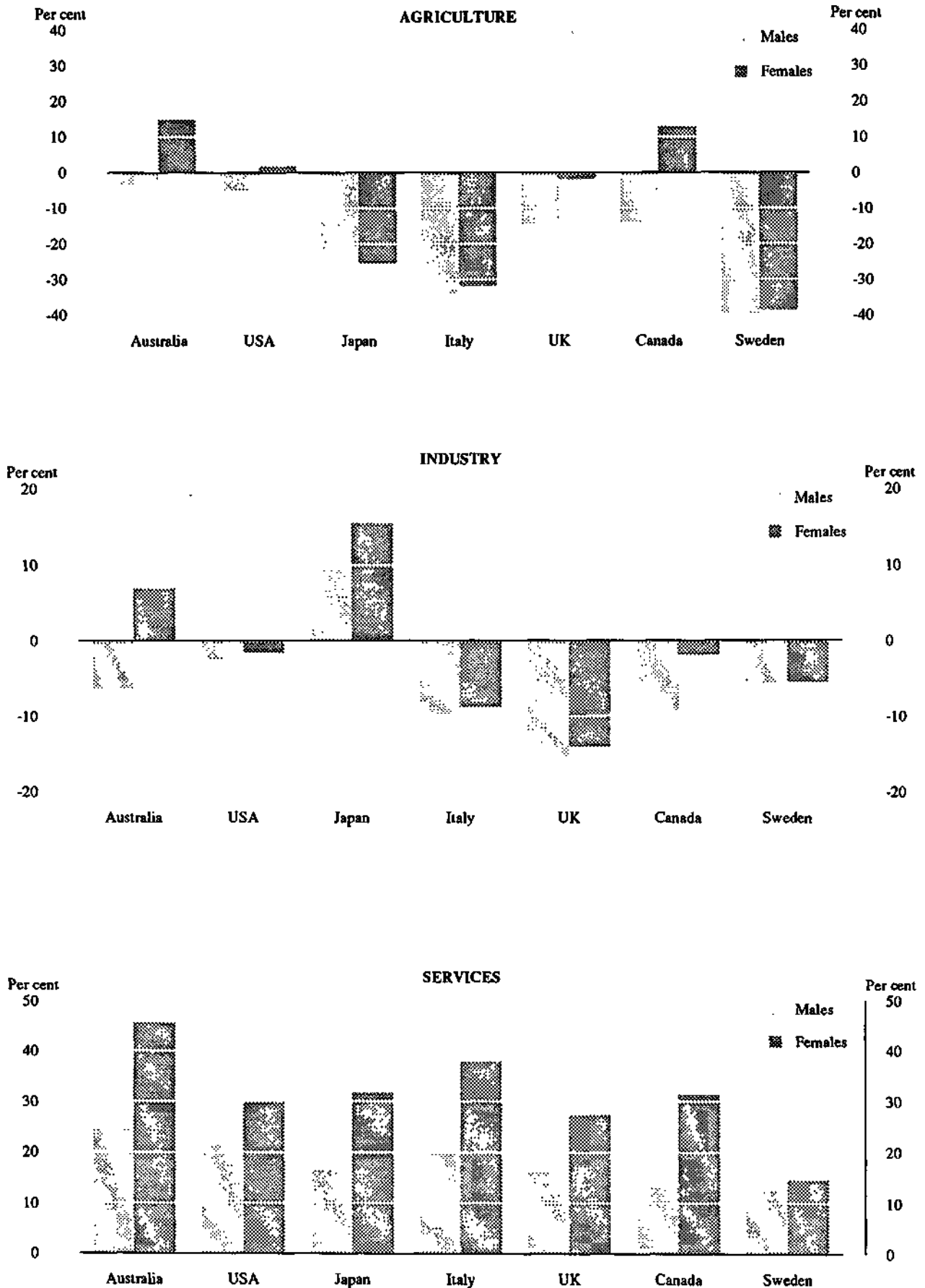
TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR : SELECTED COUNTRIES,
1981 TO 1991
(per cent)

Year	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
AGRICULTURE(a)										
1981	6.5	3.5	10.0	5.2	13.4	2.7	8.4	5.5	5.6	11.2
1982	6.4	3.6	9.7	5.0	12.4	2.7	8.2	5.3	5.6	11.4
1983	6.6	3.5	9.3	5.0	12.4	2.7	7.9	5.5	5.4	11.2
1984	6.2	3.3	8.9	4.8	11.9	2.6	7.8	5.4	5.1	11.2
1985	6.2	3.1	8.8	4.6	11.2	2.5	7.6	5.1	4.8	11.1
1986	6.0	3.1	8.5	4.4	10.9	2.5	7.3	4.9	4.2	10.6
1987	5.7	3.0	8.3	4.2	10.5	2.4	7.0	4.8	3.9	10.4
1988	5.8	2.9	7.9	4.0	9.9	2.3	6.7	4.5	3.8	10.4
1989	5.5	2.9	7.6	3.7	9.3	2.1	6.4	4.3	3.6	10.3
1990	5.6	2.8	7.2	3.4	8.8	2.1	6.0	4.2	3.3	n.a.
1991	5.5	2.9	6.7	3.3	8.5	2.2	..	4.5	3.2	10.7
INDUSTRY(b)										
1981	30.3	30.1	35.3	43.0	37.6	35.8	35.2	28.2	31.3	32.3
1982	29.5	28.4	34.9	42.1	37.1	34.6	34.6	26.4	30.3	32.7
1983	28.0	28.0	34.8	41.5	36.1	33.3	33.8	25.5	29.9	32.2
1984	27.9	28.5	34.8	41.2	34.5	32.2	32.9	25.7	29.8	32.1
1985	27.3	28.0	34.9	40.9	33.6	31.6	32.0	25.3	29.8	32.4
1986	26.9	27.7	34.5	40.7	33.1	30.7	31.4	25.1	30.1	28.8
1987	26.2	27.1	33.8	40.3	32.6	30.1	30.8	25.1	29.7	27.3
1988	26.4	26.9	34.1	39.9	32.4	29.7	30.3	25.5	29.5	26.0
1989	26.5	26.7	34.3	39.8	32.4	29.4	30.1	25.7	29.4	25.5
1990	25.4	26.2	34.1	39.8	32.7	29.0	29.9	24.6	29.1	n.a.
1991	24.2	25.3	34.4	39.3	32.3	28.2	..	23.2	28.2	23.5
SERVICES(c)										
1981	63.2	66.4	54.7	51.8	49.0	61.6	56.4	66.3	63.1	56.5
1982	64.1	68.0	55.4	52.8	50.5	62.8	57.3	68.3	64.1	55.9
1983	65.3	68.5	56.0	53.6	51.5	64.0	58.3	69.0	64.7	56.6
1984	65.9	68.2	56.3	54.1	53.6	65.2	59.3	69.0	65.1	56.7
1985	66.4	68.8	56.4	54.5	55.2	65.9	60.4	69.6	65.3	56.5
1986	67.1	69.3	57.1	54.9	56.0	66.8	61.3	69.9	65.6	60.6
1987	68.1	69.9	57.9	55.5	56.8	67.5	62.2	70.1	66.3	62.4
1988	67.8	70.2	58.0	56.1	57.7	68.1	63.0	69.9	66.7	63.6
1989	68.0	70.5	58.2	56.5	58.2	68.4	63.6	70.0	66.9	64.3
1990	69.0	70.9	58.7	56.7	58.5	68.9	64.1	71.2	67.4	n.a.
1991	70.4	71.8	58.9	57.5	59.2	69.6	..	72.3	68.4	65.5

(a) Agriculture, forestry, fishing and hunting. (b) Mining and quarrying; Manufacturing; Electricity, gas and water; Construction. (c) Transportation; Communication; Public utilities; Trade; Finance; Public administration; Private household services; and Miscellaneous services.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, III 1992; Key Statistics, New Zealand, March 1992.

CHART 10.3. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE BETWEEN 1981 AND 1991, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES



Source. OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

TABLE 10.7. EMPLOYED PERSONS BY OCCUPATION, SELECTED COUNTRIES, 1990
(per cent)

	Australia	USA	Japan	Canada	Sweden	New Zealand
Professional, technical and related workers	11.0	16.7	11.0	17.2	32.2	18.2
Administrative and managerial workers	13.0	12.6	3.8	12.9	..	6.2
Clerical and related workers	6.0	15.8	18.5	16.7	16.3	16.6
Sales workers	15.5	12.0	15.0	9.7	9.4	12.1
Service workers	17.0	13.4	8.6	13.2	9.4	11.1
Agriculture, animal husbandry and forestry workers, fishermen and hunters	14.9	2.9	7.2	4.2	3.3	10.6
Production and related workers, transport equipment operators and labourers	22.6	26.6	35.4	26.0	29.0	24.9
Workers not classifiable by occupation	..	..	0.5	..	0.3	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Source: ILO Year Book of Labour Statistics, 1991.

Hours of Work

In 1990, average hours worked per week in manufacturing were higher than in total non-agricultural industries except for the UK, France and the Federal Republic of Germany which were 1.3, 0.3 and 0.2 percentage points lower respectively. In manufacturing, the UK recorded the highest average at 41.6 hours per week. Both the USA and Japan averaged 40.8 hours of work per week and New Zealand averaged 40.7 hours while Australia and Canada each recorded 38.2 hours.

The highest average recorded in total non-agricultural activities was also in the UK (42.9 hours per week) followed by the Federal Republic of Germany and Japan (39.7 and 39.5 respectively). Australia's average was 35.4. While the average hours of work per week decreased for most countries, Sweden's average reached its highest since 1982.

TABLE 10.8. AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES: SELECTED COUNTRIES
1980 TO 1990

Year	Australia (a)	USA (b)	Japan (a)	Federal Republic of Germany (b)	UK (c)	France (d)	Canada (b)(e)	Sweden (a)	New Zealand (a)(b)
MANUFACTURING									
1980	37.4	39.7	41.2	41.6	n.a.	40.7	38.5	37.6	39.6
1981	37.4	39.8	41.0	41.1	n.a.	40.3	38.5	37.4	39.6
1982	36.1	38.9	40.9	40.7	41.0	39.3	37.7	37.6	39.6
1983	35.5	40.1	41.1	40.5	41.5	38.9	38.4	37.7	39.5
1984	36.2	40.7	41.7	41.0	41.7	38.7	38.5	38.1	40.4
1985	36.9	40.5	41.5	40.7	41.8	38.6	38.8	38.3	40.7
1986	37.0	40.7	41.1	40.4	41.6	38.7	38.7	38.3	39.6
1987	37.3	41.0	41.3	40.1	42.2	38.7	38.8	38.4	40.2
1988	38.1	41.1	41.8	40.0	42.4	38.8	38.8	38.5	39.9
1989	37.8	41.0	41.4	39.9	42.2	38.8	38.6	38.5	40.5
1990	38.2	40.8	40.8	39.5	41.6	38.8	38.2	38.5	40.7
TOTAL NON-AGRICULTURAL ACTIVITIES									
1980	34.5	35.3	40.6	41.6	n.a.	41.1	n.a.	35.6	38.9
1981	34.7	35.2	40.4	41.2	n.a.	40.8	n.a.	35.4	38.6
1982	33.8	34.8	40.3	40.7	42.1	39.6	n.a.	35.6	38.8
1983	33.5	35.0	40.4	40.5	42.4	39.3	32.4	35.7	38.9
1984	33.8	35.2	40.7	40.9	42.5	39.1	32.5	36.0	39.4
1985	34.4	34.9	40.6	40.7	42.8	39.0	32.5	36.3	39.6
1986	34.1	34.8	40.4	40.5	42.7	39.0	32.3	36.5	38.9
1987	34.5	34.8	40.6	40.2	43.1	39.1	32.0	37.1	38.8
1988	35.6	34.7	40.6	40.2	43.5	39.1	32.1	37.2	38.6
1989	35.2	34.6	40.2	40.1	43.4	39.1	31.8	37.5	38.8
1990	35.4	34.5	39.5	39.7	42.9	39.1	31.5	37.7	38.7

(a) Employees. (b) Hours paid for. (c) Full-time workers on adult rates of pay. (d) Wage earners. (e) Employees paid by the hour.

Source: ILO Yearbook of Labour Statistics, 1989-90, and 1991; ILO Bulletin of Labour Statistics, 1992-1.

Unemployment

Standardised unemployment rates of 2.1 and 2.7 per cent were recorded for Japan and Sweden respectively in 1991. Much higher rates were recorded for Italy (9.9%), Australia (9.5%), the UK and France (both 9.4%).

Between 1990 and 1991, proportionally large increases in the standardised unemployment rate were experienced by Australia (38%), the UK (36%), New Zealand (30%) Canada (26%) and the USA (22%). While Sweden continued to enjoy a relatively low standardised unemployment rate, the proportional increase from a low base in 1990 to 1991 was 80 per cent. There was no change in Japan's rate between those two years, while the Federal Republic of Germany, France and Italy showed proportional decreases of 12 per cent, 5.6 per cent and 3.9 per cent respectively.

Unemployment rates for persons aged under 25 years remained low for Sweden (3.5%) and Japan (4.3%) in 1991, while for Italy (31%), France (19%), Australia (13%) and Canada (13%) they remained relatively high.

TABLE 10.9. UNEMPLOYED PERSONS : STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1981 TO 1991
(per cent)

Year(b)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	5.7	7.5	2.2	4.2	7.8	9.8	7.4	7.5	2.5	n.a.
1982	7.1	9.5	2.4	5.9	8.4	11.3	8.1	10.9	3.2	n.a.
1983	9.9	9.5	2.6	7.7	8.8	12.4	8.3	11.8	3.5	n.a.
1984	8.9	7.4	2.7	7.1	9.4	11.7	9.7	11.2	3.1	n.a.
1985	8.2	7.1	2.6	7.1	9.6	11.2	10.2	10.4	2.8	n.a.
1986	8.0	6.9	2.8	6.4	10.5	11.2	10.4	9.5	2.7	3.9
1987	8.0	6.1	2.8	6.2	10.9	10.3	10.5	8.8	1.9	4.0
1988	7.2	5.4	2.5	6.2	11.0	8.5	10.0	7.7	1.6	5.6
1989	6.1	5.2	2.3	5.6	10.9	7.1	9.4	7.5	1.4	7.1
1990	6.9	5.4	2.1	4.9	10.3	6.9	8.9	8.1	1.5	7.9
1991	9.5	6.6	2.1	4.3	9.9	9.4	9.4	10.2	2.7	10.3

(a) National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used. See the Technical Note. (b) Annual averages.

Source: OECD Quarterly Labour Force Statistics, 1/1992.

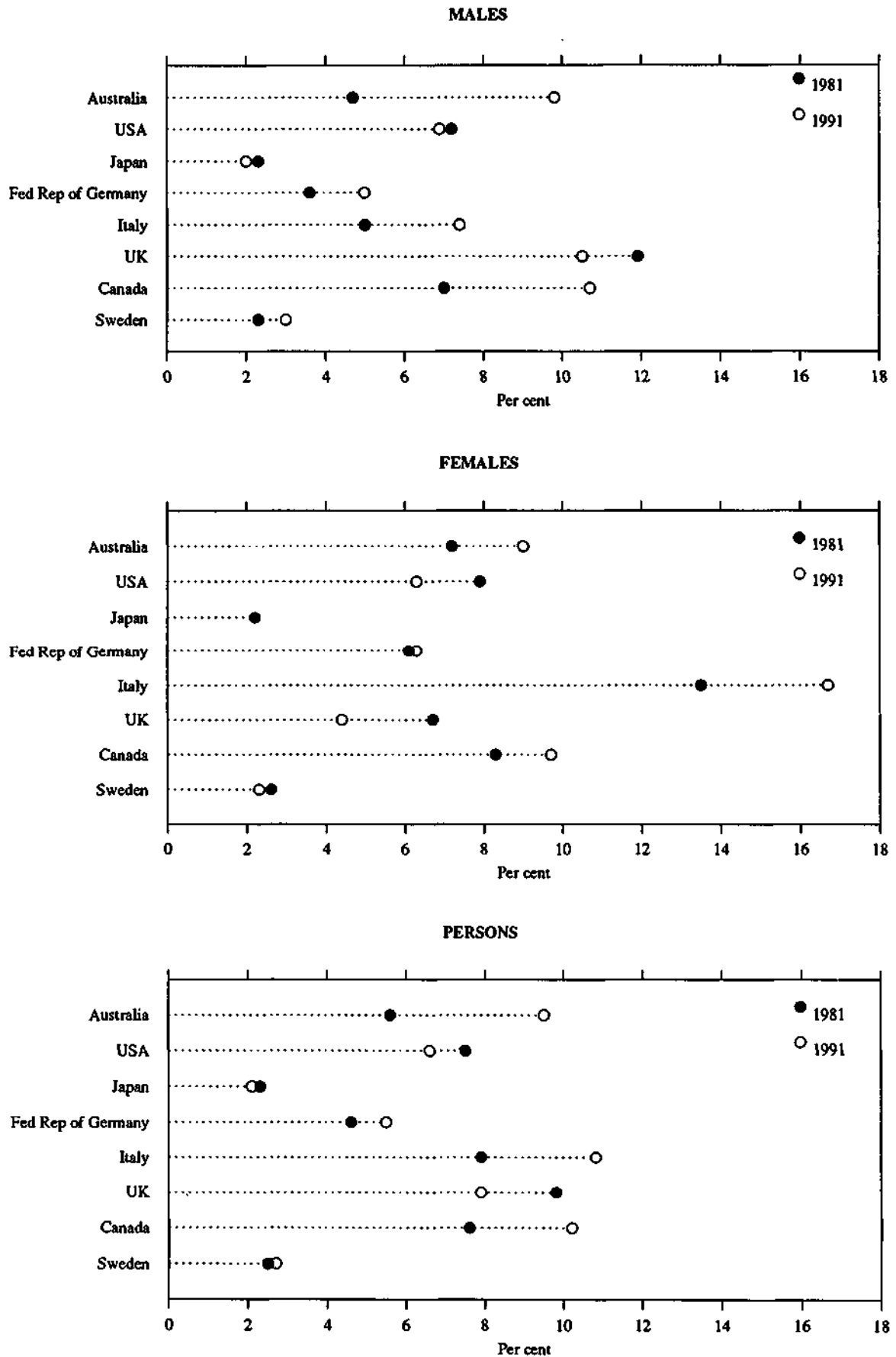
TABLE 10.10. UNEMPLOYMENT RATES(a) : AGE, SELECTED COUNTRIES, 1980 TO 1990
(per cent)

Year(b)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
PERSONS AGED UNDER 25 YEARS										
1980	12.2	13.3	3.6	3.9	25.2	13.5	15.0	13.2	5.0	n.a.
1981	10.8	14.3	4.0	6.5	25.8	17.9	17.0	13.3	6.3	n.a.
1982	12.9	17.0	3.9	9.5	28.0	23.1	19.0	18.8	7.6	n.a.
1983	17.9	16.4	4.5	10.7	30.5	23.4	19.7	19.8	8.0	n.a.
1984	16.5	13.3	4.9	9.9	32.9	21.8	24.4	17.8	6.0	n.a.
1985	14.3	13.0	4.8	9.5	33.9	21.5	25.6	16.3	5.8	n.a.
1986	14.5	12.7	5.2	8.6	34.5	20.5	23.4	15.1	5.6	7.9
1987	14.6	11.7	5.2	8.1	35.5	17.3	23.0	13.7	4.2	8.0
1988	12.8	10.6	4.9	n.a.	34.5	11.8	21.7	12.0	3.3	10.9
1989	10.4	10.5	4.5	n.a.	33.6	8.3	19.1	11.3	3.0	13.5
1990	13.3	10.7	4.3	n.a.	31.4	8.1	19.3	12.8	3.5	14.1
PERSONS AGED 25 YEARS AND OVER										
1980	3.6	5.0	1.8	2.8	3.5	4.5	4.2	5.4	1.4	n.a.
1981	3.7	5.4	2.0	4.1	3.7	7.5	4.9	5.6	1.8	n.a.
1982	4.5	7.3	2.1	5.8	4.0	8.5	5.5	8.4	2.3	n.a.
1983	7.1	7.4	2.4	6.9	4.5	8.9	5.8	9.4	2.6	n.a.
1984	6.0	5.7	2.4	7.2	4.9	9.0	6.7	9.3	2.6	n.a.
1985	5.8	5.5	2.3	7.2	5.1	9.5	7.4	8.7	2.3	n.a.
1986	5.8	5.4	2.4	6.9	5.9	9.9	7.8	8.0	2.1	2.7
1987	5.7	4.7	2.5	6.9	6.7	8.9	8.5	7.5	1.4	2.7
1988	5.0	4.2	2.2	n.a.	7.0	7.2	8.3	6.7	1.3	3.9
1989	4.3	4.0	1.9	n.a.	7.4	5.6	8.1	6.6	1.0	5.1
1990	5.1	4.3	1.8	n.a.	6.8	5.0	8.0	7.0	1.1	5.8

(a) Annual averages.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

**CHART 10.4. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES BY SEX
SELECTED COUNTRIES**



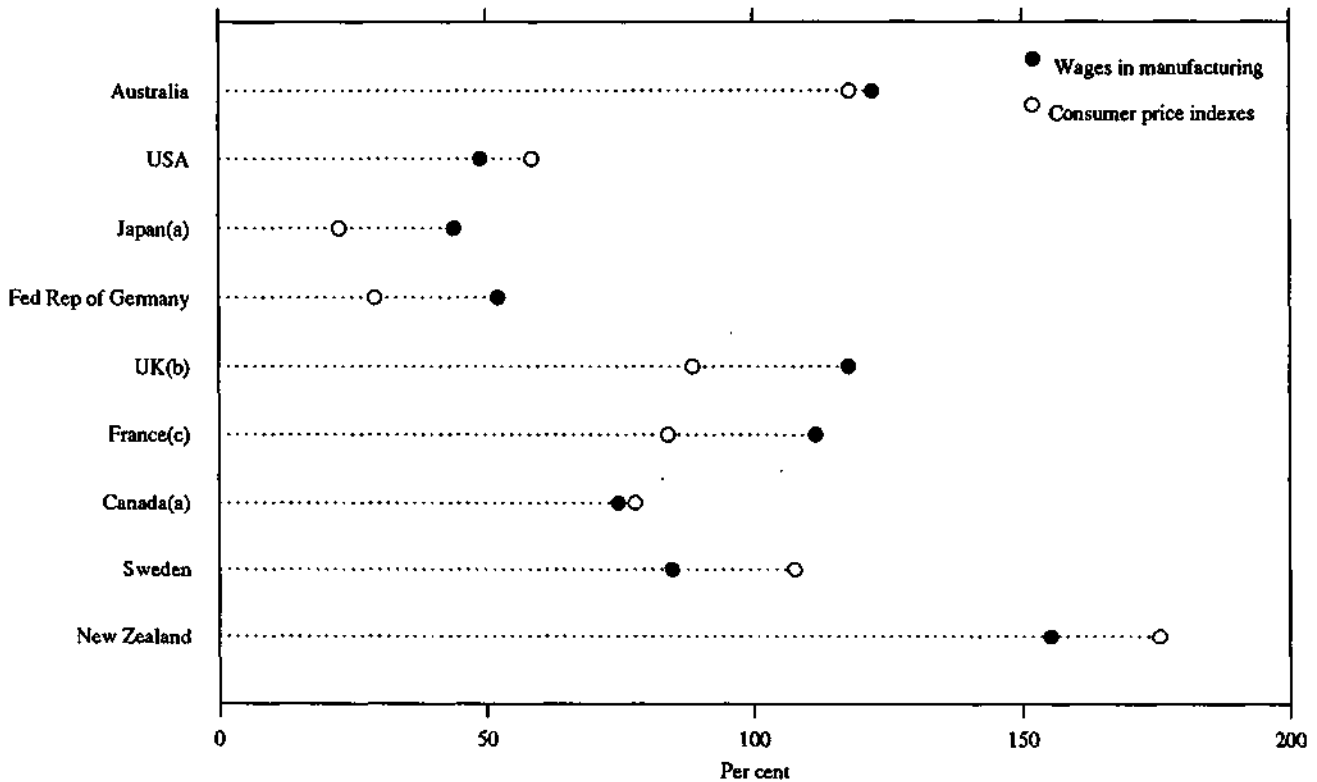
Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

Movement in Wages and Consumer Price Index

Increases in wages in manufacturing from 1980 to 1990 were below 50 per cent for Japan (44%) and the USA (49%). The Federal Republic of Germany experienced a similar increase (52%) but in Australia and New Zealand (122% and 155% respectively) the increases were much larger. The UK and France also reported large increases (118% and 112% respectively). Canada (75%) and Sweden (85%) recorded relatively moderate increases.

The consumer price index increased by 118 per cent in Australia between 1980 and 1990, in Sweden the increase was 108 per cent while in New Zealand it was 176 per cent. Japan experienced the smallest increase (23%) followed by the Federal Republic of Germany (29%). In Canada, France and the UK increases were between 75 and 90 per cent. A relatively low 59 per cent increase was recorded by the USA.

CHART 10.5. PERCENTAGE CHANGE IN CONSUMER PRICE INDEXES AND WAGES IN MANUFACTURING, SELECTED COUNTRIES, 1980 TO 1990



(a) Employee wages. (b) Wages for full-time workers on adult rates of pay. (c) Adult wages.

Source: ILO Yearbook of Labour Statistics, 1988 and 1991; ILO Bulletin of Labour Statistics 1992-1; Manufacturing Industry: Details of Operation by Industry Class, Australia (8203.0).

Industrial Disputes

Over the 6 years to 1990, working days lost per thousand employees averaged 228 in Australia, varying between 190 in 1989 and 269 in 1988. The number of working days lost per thousand employees in the USA in 1990 was 54. This was considerably fewer than the number recorded in 1989 (155) but of a similar magnitude to the figures for 1987 (44) and 1988 (42). In Canada, the number of working days lost per thousand employees was 299 in 1990, 182 in 1989 and 307 in 1988.

TABLE 10.11. INDUSTRIAL DISPUTES : NUMBER OF DISPUTES, WORKERS INVOLVED, WORKING DAYS LOST, AND WORKING DAYS LOST PER THOUSAND EMPLOYEES, SELECTED COUNTRIES, 1980 TO 1990

Year	Australia (a)	USA (b)	Japan (c)	Federal Republic of Germany (d)	Italy	UK (d)	France (e)(f)	France (g)	Canada (a)	Sweden	New Zealand (h)
NUMBER OF DISPUTES											
1980	2,429	187	1,133	n.a.	2,238	1,330	2,118	n.a.	1,028	212	360
1981	2,915	145	955	n.a.	2,204	1,338	2,405	n.a.	1,048	68	291
1982	2,060	96	944	n.a.	1,747	1,528	3,113	n.a.	677	46	333
1983	1,787	81	893	n.a.	1,565	1,352	2,837	n.a.	645	92	333
1984	1,965	62	596	n.a.	1,816	1,206	2,537	3,014	717	206	364
1985	1,895	54	627	n.a.	1,341	903	1,901	7,278	(i)56	160	383
1986	1,754	69	620	n.a.	1,469	1,074	1,391	2,681	89	75	215
1987	1,517	46	474	n.a.	1,149	1,016	1,391	2,857	64	72	193
1988	1,508	40	498	n.a.	1,769	781	2,260	n.a.	(i)54	144	172
1989	1,402	51	362	n.a.	1,297	701	2,040	n.a.	67	139	171
1990	1,193	44	n.a.	n.a.	n.a.	598	n.a.	n.a.	66	126	137
WORKERS INVOLVED ('000)											
1980	1,172.8	795.3	562.9	45.2	13,825.0	833.7	500.8	n.a.	441.0	746.7	127.7
1981	1,247.2	728.9	247.1	253.3	8,226.6	1,512.5	329.0	n.a.	338.6	99.2	135.0
1982	706.1	655.8	215.7	40.0	10,483.0	2,102.9	397.7	467.9	444.3	5.1	156.0
1983	470.2	909.4	224.1	94.1	6,844.2	573.8	(j)453.6	617.2	329.3	14.4	140.7
1984	560.3	376.0	155.1	537.3	7,356.5	1,464.3	(j)505.2	55.5	186.8	23.7	160.3
1985	570.5	323.9	123.4	78.2	4,842.8	791.3	(j)273.6	549.1	(i)98.3	124.5	182.2
1986	691.7	533.2	118.0	115.5	3,606.7	720.2	(j)261.6	456.0	430.1	66.3	100.6
1987	608.8	174.3	101.1	155.0	4,272.7	887.4	(j)223.2	358.5	531.5	10.5	80.1
1988	894.4	118.3	74.9	33.5	2,712.1	790.3	(j)326.4	403.2	(i)158.9	95.2	104.0
1989	709.8	452.1	85.8	43.9	4,451.8	727.0	(j)243.6	298.5	392.0	34.1	78.9
1990	729.9	184.9	n.a.	257.2	n.a.	290.5	n.a.	n.a.	224.2	73.2	50.0
WORKING DAYS LOST ('000)											
1980	3,320.2	20,844.0	1,001.2	128.4	16,457.0	11,964.0	1,522.9	1,685.9	8,975.4	4,478.5	373.5
1981	4,189.3	16,908.0	553.7	58.4	10,527.0	4,266.0	1,441.6	1,495.6	8,878.5	209.1	388.1
1982	1,980.4	9,061.2	538.1	15.1	18,563.0	5,313.0	2,250.2	2,327.2	5,795.4	1.8	330.0
1983	1,641.4	17,461.0	506.9	40.8	(k)14,003.0	3,754.0	1,321.0	1,483.6	4,444.0	36.9	371.8
1984	1,307.4	8,498.8	354.1	5,617.6	(k)8,703.3	27,135.0	1,316.8	1,357.0	3,871.8	31.3	424.9
1985	1,256.2	7,079.1	264.1	34.4	(k)3,830.7	6,402.0	726.7	884.9	(i)1,348.8	504.2	756.4
1986	1,390.7	11,861.0	253.4	28.0	(k)5,643.7	1,920.0	567.6	1,041.4	5,673.3	682.7	1,329.1
1987	1,311.9	4,468.8	256.1	33.3	(k)4,605.7	3,546.0	511.5	969.0	2,408.5	14.7	366.3
1988	1,641.4	4,381.4	173.8	41.9	(k)3,315.1	3,702.0	1,094.0	1,241.6	(i)3,393.9	797.4	381.7
1989	1,202.4	16,530.0	219.1	100.4	(k)4,436.1	4,128.0	800.0	904.2	2,062.0	409.7	193.3
1990	1,376.5	5,925.5	n.a.	363.6	n.a.	1,890.0	n.a.	n.a.	3,390.8	770.4	330.9
WORKING DAYS LOST PER THOUSAND EMPLOYEES											
1980	649	232	25	5	1,135	520	..	95	930	1,150	362
1981	797	186	14	2	726	19	..	85	894	54	n.a.
1982	348	101	13	1	1,283	248	..	131	607	—	n.a.
1983	249	192	12	2	975	178	..	84	465	9	n.a.
1984	248	89	8	246	611	1,278	..	77	396	8	n.a.
1985	228	73	6	1	266	299	..	50	(i)134	126	n.a.
1986	242	119	6	1	390	90	..	59	546	171	1,057
1987	223	44	6	1	319	164	..	55	225	4	290
1988	269	42	4	2	226	166	..	69	(i)307	199	315
1989	190	155	5	4	300	181	..	50	182	101	165
1990	217	54	n.a.	15	n.a.	83	..	n.a.	299	188	n.a.

(a) Excludes disputes in which time lost is less than 10 staff days. (b) Excludes disputes lasting less than a full day or shift, and disputes involving less than 1,000 workers. (c) Excludes disputes lasting less than half a day. (d) Includes disputes lasting less than one day only if more than 100 working days lost. (e) Excludes Agriculture and Public administration. (f) Localised disputes. (g) Comprises localised and generalised disputes. (h) Excludes public sector conflicts. (i) New series. Stoppages involving 500 employees or more. Excludes workers indirectly affected. (j) Monthly average converted to an annual average. (k) Working hours lost converted to working days lost.

Source: ILO Year Book of Labour Statistics, 1989-90, 1991; Industrial Disputes, Australia, February 1992 (6321.0); Department of Employment Gazette, Great Britain, December 1990; Key Statistics, New Zealand, March 1992.

DATA SOURCES

Following are the data sources for the tables and charts in each chapter of this publication. Also set out are the catalogue numbers for ABS data sources and page references for the related technical notes.

Title	ABS Catalogue No.	Technical notes Page No.
<i>Chapter 1—Socio-Demographic Characteristics of the Population</i>		
Australian Demographic Statistics	3101.0	155
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The Labour Force, Historical Summary, 1978 to 1989	6204.0	157
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Labour Mobility	6209.0	160
Multiple Jobholding	6216.0	160
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Career Paths of Qualified Nurses	6277.0	160
Career Paths of Persons with Trade Qualifications	6243.0	160
Employment, Underemployment and Unemployment	6246.0	161
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Superannuation	6319.0	161
<i>Chapter 4—Unemployment</i>		
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Job Search Experience of Unemployed Persons	6222.0	161
Successful and Unsuccessful Job Search Experience	6245.0	161
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Industrial Disputes (annual)	6322.0	163
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How Workers Get Their Training	6278.0	165
<i>Chapter 10—International Comparisons</i>		
The Labour Force, Australia	6203.0	165
OECD Labour Force Statistics, 1969-1989, and 1970-1990
OECD Quarterly Labour Force Statistics, No. 1/1992
Key Statistics, New Zealand, March 1992
ILO Yearbook of Labour Statistics, 1989-90 and 1991
ILO Bulletin of Labour Statistics, 1992-1
Distribution and Composition of Employee Earnings and Hours	6306.0	165
Industrial Disputes	6321.0	165
Department of Employment Gazette, Great Britain
United Nations Monthly Bulletin of Statistics, April 1992
Italian Statistical Abstract, 1992
Manufacturing Industry : Details of Operation by Industry Class	8203.0	

SUPPLEMENTARY AND SPECIAL SURVEYS RELATING TO THE LABOUR FORCE

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary and special surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys on labour force and related topics are published separately as shown below.

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia, May 1969, 1973, 1977; June 1980; November 1984; June 1987; November 1990	4402.0
Employment Benefits, Australia. Annually. Latest issue July 1991	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Income Distribution Survey, Australia, Persons with Earned Income, 1986, 1990	6546.0
Job Search Experience of Unemployed Persons, Australia. Annually. Latest issue July 1992	6222.0
Labour Force Experience, Australia. Annually. Latest issue March 1992	6206.0
Labour Force Status and Educational Attainment, Australia. Annually. Latest issue February 1992	6235.0
Labour Force Status and Other Characteristics of Families, Australia. Annually. Latest issue June 1992	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, September 1990	6250.0
Labour Mobility, Australia. Annually. Latest issue February 1992	6209.0
Multiple Jobholding, Australia. Four-yearly. Latest issue July 1991	6216.0
Participation in Education, Australia. (Formerly Labour Force Status and Educational Attendance). Annually. Latest issue September 1991	6272.0
Persons Employed at Home, Australia, March 1992	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1992	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988, April 1991	6267.0
Retirement and Retirement Intentions, Australia, November 1989	6238.0
Successful and Unsuccessful Job Search Experience, Australia. Two-yearly. Latest issue July 1992	6245.0
Superannuation, Australia, February 1974, September to November 1982, November 1988, November 1991	6319.0
Trade Union Members, Australia. Two-yearly. Latest issue August 1990	6325.0
Transition From Education to Work, Australia. Annually. Latest issue May 1992	6227.0
Underemployed Workers, Australia, May 1988, May 1991	6265.0
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue July 1992	6310.0

TECHNICAL NOTES

1. Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information on the method of collection and concepts used, etc. is set out below.

2. Reference should be made to the publication *A Guide to Labour Statistics* (6102.0) which describes the concepts, methodology and sources of the ABS labour market data within the conceptual frameworks underlying the collection of these data. The Guide is structured broadly according to subject matter topics similar to the chapter headings used in this publication.

3. Much of the data presented in the publication has been obtained from sample surveys, especially household surveys (such as the labour force survey and its supplementaries) and surveys of employers. Estimates for all surveys are subject to two sources of error:

(a) *sampling error*—since the estimates are based on information obtained from a sample of employers or households they, and the movements derived from them, may differ from the figures that would have been produced if all employers or households had been included in the survey. Specific publications relating to those surveys include technical details on the size of sampling errors for the various estimates.

(b) *non-sampling error*—inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

4. The individual publications referred to below generally contain more information on statistical error in respect of the series they contain.

CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

Australian Demographic Statistics (3101.0)

5. This publication contains estimated resident populations for the States, Territories and Australia. It also includes quarterly estimates of the components of population change by State of usual residence as well as other demographic series, rates and measures. Estimated resident population statistics are based on full census counts of usual residents adjusted to compensate for census underenumeration and to include an estimate of Australian residents overseas at the time of the census. These census-date population estimates are up-dated quarterly (again from full counts) using birth and death registration data, overseas arrival and departure statistics (permanent and

long term only), and, for the State populations, estimates of interstate migration. (There is therefore no sampled component in the estimated resident population series.) After each census, final estimates for the preceding intercensal period are provided by incorporating an additional adjustment (intercensal discrepancy) to ensure that the total intercensal increase agrees with the difference between the estimated resident population at the two successive census dates.

6. These adjustments are the reason for the apparent anomalies in Chart 1.2 between the sum of the components of population increase (natural increase and net overseas migration gain) and total population increase.

7. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS information paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

8. The overseas migration component of population change comprises net permanent and long-term overseas movements as recorded on passenger cards completed by incoming and outgoing travellers, for the Department of Immigration, Local Government and Ethnic Affairs. Short-term movements as such are excluded but an adjustment for the net effect of *category jumping* has been included since July 1976. This adjustment is necessary because net permanent and long-term migration figures can be affected by changes in travel intentions, as when an Australian resident departing for a short-term visit overseas (stating that he/she intends to stay abroad for less than 12 months) in fact stays for more than 12 months, thereby changing his/her travel category from short-term to long-term. An ABS technical paper, *Estimates of Residents Temporarily Overseas, Visitors in Australia and Category Jumping* (3104.0), was published on 10 March 1983.

9. In this publication (6101.0), population estimates have generally been rounded to the nearest hundred. The unrounded figures shown in Table 1.1 are published only for the convenience of readers who may wish to calculate their own per capita rates and indexes. They should not be assumed to be accurate to the last digit.

Projections of the Populations of Australia, States and Territories, 1989 to 2031 (3222.0)

10. This publication contains summary results of projections of the population of the States, Territories and Australia for the period 1989 to 2031, by age group, based on estimates of the population at 30 June 1989. (These estimates do not yet include any adjustment in accordance with 1991 census results. The projections will only be revised when final census results become available.)

11. The projections are not intended as predictions or forecasts; they are illustrations of population growth which would occur if certain selected assumptions of future demographic trends were realised. While these assumptions are based on an examination of past demographic trends and survey data on family formation, there is no certainty that they will or will not be realised. No attempt has been made to incorporate in these projections possible effects of economic depressions or booms, wars, natural disasters or other significant factors of this nature.

12. Alternative projections have been provided in the publication in recognition of the uncertainty of future movements in demographic trends, and to give users a range of options. The projections are also intended to serve both as a framework and a point of departure for other organisations and individuals working in the field of population projections.

13. The projections take as their starting point the estimated resident population of Australia by sex and single year of age at 30 June 1989. The four sets of projections are based on the following assumptions:

A and B: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant thereafter; total fertility rate declining from 1.83 in 1989 to 1.78 in 1998, remaining constant thereafter.

C: Annual net overseas migration gain as for Series A and B; total fertility rate declining from 1.83 in 1989 to 1.66 in 1998, remaining constant thereafter.

D: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant until 1993-94 and then declining to 80,000 in 1998-99, remaining constant thereafter; total fertility rate as for Series C.

14. All four sets of projections use the same mortality assumption, i.e. commencing with the age-sex specific rates recorded for 1986-88, mortality declines to year 1996 according to rates of decline between the two periods 1979-83 and 1984-88; from 1996 the decline continues, but according to the average rates of decline between the five periods 1964-68, 1969-73, 1974-78, 1979-83 and 1984-88.

Overseas Arrivals and Departures

15. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

16. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. Fully enumerated strata cover all permanent movements and all movements with a duration of stay of one year or more. All movements with a duration of stay of less than one year are sampled and, therefore, statistics relating to these movements are estimates which may differ from statistics which would have been obtained if details of all these movements had been processed. Further information on this topic can be obtained from the publication *Overseas Arrivals and Departures* (3404.0).

Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

17. For technical details see paragraph 32 below.

Labour Force Status and Educational Attainment, Australia (6235.0)

18. For technical details see paragraph 36 below.

Participation in Education, Australia (6272.0)

19. Information presented in this publication relates to current attendance of persons aged 15 to 24 years at an educational institution. Data include type of institution attending, level of course of study, whether studying full-time or part-time and type of school attending or last attended. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 25 years and over, the institutionalised and persons permanently unable to work. Similar data has been collected in an annual supplementary survey since 1988 — prior to 1991, the publication was titled *Labour Force Status and Educational Attendance, Australia* (6272.0).

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

20. For technical details see paragraphs 37 and 38 below.

CHAPTER 2—LABOUR FORCE

CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT

CHAPTER 4—UNEMPLOYMENT

CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE

21. Data pertaining to the labour force characteristics of the population as shown in Chapters 2 to 5 were obtained mainly from the ABS household surveys, especially the labour force survey and the various supplementary surveys. Data pertaining to employed wage and salary earners and job vacancies are obtained from employer based surveys.

The Labour Force, Australia (6203.0)

22. The labour force survey is based on a multi-stage area sample of private dwellings (about 31,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about three-fifths of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the reference week).

23. The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia.

24. The labour force category to which a person is assigned depends on the *actual activity* undertaken during the reference week (i.e. whether working, looking for work, etc.).

25. From April 1986, the definition of employed persons was changed to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm (i.e. unpaid family helpers). Previously, such persons who worked 1 to 14 hours, or had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. In this issue, estimates for months prior to April 1986 are on the old basis, and estimates for April 1986 and later months are based on the new definition. For further information, see paragraphs 37 and 38 of the Explanatory Notes in the February 1987 issue of *The Labour Force, Australia* (6203.0).

26. Labour force survey estimates for the period January 1984 to January 1989 were revised following the 1986 Census of Population and Housing. The revisions were necessary to ensure that comparisons of labour force survey estimates from February 1989 (based on 1986 census population totals) with estimates for the period January 1984 to January 1989 (previously based on 1981 census population totals) could be made on a sound basis. Otherwise such comparisons would be distorted by an unquantified effect due solely to a change in estimates of the population. An examination of the revised estimates between June 1981 and June 1986 showed that the effects on labour force survey estimates for the period before January 1984 were inconsequential, and that no meaningful purpose would be served by publishing revised estimates for that period.

27. Estimates from February 1978 to December 1983 are therefore based on 1981 Census of Population and Housing population benchmarks. Estimates prior to February 1978 are based on 1976 Census of Population and Housing benchmarks.

28. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each respondent's place of usual residence. The estimates from October 1982 in this publication are wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

Measuring Employment and Unemployment (6279.0)

29. This publication contains information about the Monthly Labour Force Survey and provides a discussion of the Australian Labour Force framework. The publication also addresses the following issues relating to the measurement of employment, unemployment and underemployment; the reliability of CES registrations as a measure of unemployment; the use of data on the number of persons receiving a Jobsearch/Newstart Allowance as a measure of unemployment; the labour force status of unpaid workers; the 'one hour criterion' as the basis for measuring employment; the effects of sample size on the accuracy of estimates; and the labour force status of students.

Labour Force Projections, 1992-2005 (6260.0)

30. This publication contains projections of the labour force and participation rates for Australia for the period 1992-2005. The projections are not intended to be predictions or forecasts but are illustrations of growth and change in the age-sex structure of the labour force if certain stated demographic, social and economic assumptions apply over the projection period.

31. Two sets of labour force projections are presented, by age and sex, employing the assumptions embodied in Series A and D of the current ABS population projections (see paragraph 13).

Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

32. All surveys prior to September 1990 were run in March. The estimates for this survey are not strictly comparable with those obtained from previous surveys. The scope of the surveys run prior to September 1990 included persons who arrived in Australia after 1960. In September 1990 the survey was restricted to persons who arrived in Australia after 1970. Historical estimates contained in this publication have been revised to enable comparisons of estimates from this survey to be made with those surveys conducted prior to September 1990.

Labour Force Experience, Australia (6206.0)

33. Data presented in this publication relate to the labour force experience of the civilian population aged 15 to 69 years during a given 12 month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data have been collected in a supplementary survey in most years since 1972.

34. It is impracticable to obtain information, relating to a 12 month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Transition from Education to Work, Australia (6227.0)

35. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution in both the previous and current year, their educational attainment and labour force status. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 65 years and over, the institutionalised and persons permanently unable to work. Similar data have been collected in a supplementary survey in most years since 1964. Definitions of the principal labour force categories are the same as those for the labour force survey.

Labour Force Status and Educational Attainment, Australia (6235.0)

36. Data presented in this publication relate to the highest educational qualifications attained by the civilian population. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 70 years and over, the institutionalised and visitors to private dwellings. Information relating to the educational attainment of persons in the labour force has been collected in an annual supplementary survey since 1979. For persons with post-school qualifications the information sought included field of study and year and country in which their highest qualification was obtained, and for those who did not complete their schooling, it included the age at which they left school.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

37. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition.

38. Information about families in this survey was restricted to usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person is a member of the permanent defence forces and therefore excluded from the scope of the survey) the entire family was excluded.

Persons Who Had Re-entered the Labour Force, Australia (6264.0)

39. Information presented in this publication relates to characteristics of persons who had re-entered the labour force in the previous 12 months after a period of at least 12 months out of the labour force and who had worked continuously for at least 12 months at some earlier time. Details of previous job, reason left previous job and time since previous job are given.

40. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Had Re-entered the Labour Force a person is assigned to labour force categories at various points in time on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Persons Who Have Left the Labour Force, Australia (6267.0)

41. Information presented in this publication relates to characteristics of persons who were out of the labour force at the time of the survey and who had left the labour force during the previous 12 months. Data include whether intended to return to the labour force, time since last left the labour force and main source of income.

42. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly Labour Force Survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Have Left the Labour Force a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Retirement and Retirement Intentions, Australia (6238.0)

43. Information presented in this publication relates to persons aged 45 years and over who had retired or intend to retire from full-time work. Persons who had retired were asked about their age at retirement; retirement

scheme coverage and type of payment derived from such schemes; housing arrangements; and main source of income at retirement. Those persons who had not yet retired were asked whether they intended to retire from full-time work and, if so, were asked about their intended age at retirement; retirement scheme coverage and type of payment expected from these schemes; current and expected housing arrangements; expected main source of income; and expected form of disbursement for any lump sum received at retirement.

Employed Wage and Salary Earners, Australia (6248.0)

44. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September quarter 1983. The survey is designed to obtain, from employer units, information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

45. Background information on the reasons for the introduction of the new survey is provided in *Information Paper : Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper : New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

46. The survey is conducted by mail each quarter with data collected on monthly number of employees and quarterly earnings. For the first and last month of each quarter, only the total number of persons is collected; for the mid-month of each quarter, details of males and females, full-time and part-time are collected. All wage and salary earners who received pay in any pay period ending within the quarter were represented in the survey except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

47. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;

(b) proprietors/partners of unincorporated businesses; and

(c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

48. For the *private sector*, a sample of approximately 15,000 private employer units was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, industry and size of employment and a simple random sample was selected for each stratum.

49. From the September Quarter 1988, public sector sampling was introduced, which reduced the number of public sector statistical units from a complete enumeration of approximately 4,000 to a sample of 2,500.

50. To derive estimates for *employer size groups*, each of the approximately 15,000 statistical units (see paragraph 48) selected in the private sector is allocated a size classification based on the number of employees actually reported for the middle month of the quarter. This size classification reflects the employment size of an enterprise in a particular State or Territory and not the employment size of an enterprise Australia wide. Over a period, the composition of these size categories will vary as units migrate from one size group to another. This will have some effect on changes over time in the distribution of employment by size of enterprise.

51. While estimates of employed wage and salary earners are published for each month of the quarter, the survey is conducted quarterly and the sample of employer units is updated each quarter to reflect changes in the ABS register of business units from which the sample is selected. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to sudden changes to the estimates of employed wage and salary earners, and earnings.

52. The ABS has introduced new definitions and rules for recording units on the register with greater emphasis being given to the way organisations are structured and the type of data available from businesses' accounts. In order to correctly apply these new rules, the ABS introduced a program of visits to the largest private and public sector organisations in Australia to obtain up to date information on their structure and operations. The outcome of these visits and the adoption of new units definitions may result in changes over time in the survey estimates, as outlined in the preceding paragraph.

Labour Mobility, Australia (6209.0)

53. Information presented in this publication relates to the mobility of the civilian population aged 15 to 69 years with respect to duration of current job, number of jobs held and other information during a 12 month period. Similar data have been collected in a supplementary survey in most years since 1972.

Multiple Job Holding, Australia (6216.0)

54. Information presented in this publication relates to the nature and extent of multiple job holding. Similar data have been collected in a supplementary survey two-yearly since 1965 and four-yearly since 1987.

Career Paths of Qualified Nurses, Australia (6277.0)

Career Paths of Persons with Trade Qualifications (6243.0)

55. These publications present results from the survey of Career Paths of Qualified Nurses and Career Paths of Persons with Trade Qualifications conducted throughout Australia during the months March, April, June and July 1989. For Career Paths of Qualified Nurses, information was obtained about persons who have ever qualified as either registered or enrolled nurses. Information collected includes nursing qualification and registration details, and occupational mobility (i.e. time in nursing, reason left nursing, breaks from nursing, nursing position held, etc.). For Career Paths of Qualified Tradespersons, information was obtained about persons with trade qualifications recognised in Australia. Information collected includes frequency of use of trade skills, trade qualification details, and occupational mobility (i.e. time in trade, reason left trade, field of trade, breaks from trade, etc.).

56. The surveys covered both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia;
- (e) persons who were permanently unable to work;
- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.; and
- (g) persons aged 15 to 20 years still at school.

57. The surveys were conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents

to the Labour Force Survey were asked some additional questions by trained interviewers.

58. These questions were asked on an 'any responsible adult' basis to identify the target population for the surveys of Career Paths of Qualified Nurses and Career Paths of Persons with Trade Qualifications. This effectively resulted in a sample equal in size to half a normal monthly population survey sample (about 15,500 houses, flats, etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

59. The estimates refer to information collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

60. This is the first time a survey on the career paths of qualified nurses has been conducted in Australia.

61. However, results of a similar survey of tradespersons were published in *Career Paths of Persons with Trade Qualifications, Australia, September to November 1982* (6243.0). Due to considerable change in scope, collection methodology and content, care should be taken in any comparisons with the survey conducted in September to November 1982.

62. Unless otherwise stated, all characteristics referenced relate to the week before the interview and, if job related, refer to main job.

Underemployed Workers, Australia (6265.0)

63. Information presented in this publication relates to characteristics of underemployed workers, including type and duration of current period of underemployment, educational attainment and preferred number of extra hours.

64. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

65. 'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill.'

66. Due to the serious conceptual difficulties that would be encountered in seeking measures of invisible underemployment, the ILO recommended that statistical measurement be limited to visible underemployment. Visible underemployment reflects an insufficiency in the volume of employment (ie the hours worked). This is the approach adopted in this supplementary survey.

67. The term 'underemployment' has been used by the ABS for many years. It relates to persons working part-time who prefer to work more hours, plus full-time workers who did not work full-time hours in the reference week for economic reasons.

Superannuation, Australia (6319.0)

68. Information presented in this publication relates to the superannuation arrangements of persons aged between 15 and 74. Demographic and employment characteristics are available, together with details relating to superannuation including expected income after retirement, amount contributed to superannuation and intended disbursement of lump sum payment.

69. For employees, additional data items include sector, whether permanent or casual and usual gross weekly pay. For people not covered by superannuation (who were previously covered) data available includes reason has not joined a superannuation scheme, time in previous scheme and amount of lump sum payment (if received within the past 2 years).

70. Similar surveys have been conducted in 1974, 1982, 1988 and 1991. Due to considerable changes in scope, collection methodology and content, care should be taken in comparisons of the 1991 survey with surveys prior to 1988.

Job Search Experience of Unemployed Persons, Australia (6222.0)

71. Information presented in this publication relates to characteristics of unemployed persons including difficulties in finding work, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

Employment, Underemployment and Unemployment, Australia (6246.0)

72. This publication analyses the trends in employment, underemployment, unemployment and marginal attachment to the labour force over the period 1966 to 1983.

73. The sources of data for tables and charts included in this publication are the ABS labour force surveys. References include *The Labour Force* (6203.0), *Labour Force Status and Other Characteristics of Families* (6224.0), *Job Search Experience of Unemployed Persons* (6222.0), *Labour Force Status and Educational Attainment* (6235.0), *Persons Not in the Labour Force* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Technical Note and in the Glossary.

Successful and Unsuccessful Job Search Experience, Australia (6245.0)

74. Information presented in this publication relates to persons who had started a job for wage or salary during the previous 12 months, method of job attainment, whether they were out of work prior to starting a job and details of the job. For persons who had looked for a job for wages or salary but had not started one, this publication gives details of their job search experience and the type of job they were looking for.

Job Vacancies, Australia (6231.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989)

75. Information presented in this publication refers to vacancies in private and public sectors. The information is

obtained from a sample survey of employers conducted on a quarterly basis.

76. All vacancies for wage and salary earners are represented in the survey except those:

- (a) in the Australian permanent defence forces;
- (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) in private households employing staff;
- (d) in overseas embassies, consulates, etc; and
- (e) located outside Australia.

77. A sample of approximately 5,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

Persons Not in the Labour Force, Australia (6220.0)

78. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 to 69 who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

79. The criteria determining those in the labour force are based on actual activity (i.e. working or looking for work) during the survey week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work, reasons for not actively looking for work and availability to start work, are more subjective and are not based on respondents' actual activity. Hence, the measurement of these criteria is affected by the respondents' own interpretation of the concepts used. An individual respondent's interpretation is affected by such factors as the respondent's work aspirations, as well as family, economic and other commitments.

CHAPTER 6—AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS

80. Data pertaining to earnings and wages have been obtained from a number of sources. Information on the distribution of weekly earnings of wage and salary earners is a product of the ABS population survey. Details on average weekly earnings are obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

Award Rates of Pay Indexes, Australia (6312.0)

81. Information presented in this publication refers to index numbers of weighted average weekly and hourly award rates of pay for full-time adult employees, classified by sex, State, industry and occupation group.

82. The Award Rates of Pay Indexes are produced monthly and are designed, like other indexes, to depict movements. They measure general trends in award rates of pay.

83. The current series of *Award Rates of Pay Indexes* have been compiled on a monthly basis from June 1985. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment existing in May 1985. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The survey collected information on the industry and occupation of individual employees, on the award under which they are covered and on their award classification.

84. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial arbitration authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

Consumer Price Index, Australia (6401.0)

85. The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

86. The results of the latest major review of the CPI were incorporated in the twelfth CPI series introduced in the September quarter 1992 issue of 6401.0. Details of the review are contained in the *ABS Information Paper: The Australian Consumer Price Index, 12 Series Review* (6450.0).

87. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index* (6440.0) and in the publication *The Australian Consumer Price Index: Concepts, Sources and Methods* (6461.0).

Average Weekly Earnings, Australia (6302.0)

88. The survey of average weekly earnings is designed to obtain, from employers, information on earnings in respect of a specified payweek each quarter. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

Average Weekly Earnings, Australia 1941-1990 (6350.0)

89. This publication provides a historical series of Average Weekly Earnings (AWE) for Australia. A number of separate series have been linked together to form the

series presented in this publication, in order to provide estimates of movements over time (1941-1990) in AWE. Links have not been able to be made for all series back to the same period of time. However, for key data such as average weekly total earnings for males, links have been established to provide data back to September quarter 1941. A comparison of annual percentage changes in average weekly total earnings and the Consumer Price Index for the period 1942-43 to 1989-90 is also included.

90. Comprehensive notes on the history and methodologies used by the ABS to collect and compile average weekly earnings estimates are presented as background to the data. Information about the method of linking different earnings series is also included.

91. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

92. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

93. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter.

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

94. This survey is conducted in respect of a pay period in May. The survey was conducted annually from 1974 to 1981, then in 1983 and has been reinstated to an annual basis from 1985. The survey is based on a sample of employers who in turn randomly select employees in accordance with instructions supplied by the ABS. The data presented provides information on the distribution and composition of average weekly earnings and hours.

95. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of May.

Weekly Earnings of Employees (Distribution), Australia (6310.0)

96. In recent years supplementary surveys based on the population survey have been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. Although

similar data are available from other sources e.g. surveys of employees), the essential cross classificatory data collected in this survey from persons interviewed at their dwelling can only be obtained from this source. This survey is a primary source for information on the distribution of earnings. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

Labour Costs, Australia (6348.0)

97. This publication contains results of the Survey of Major Labour Costs. Information is collected on the major labour costs incurred by both public and private sector employers in the reference year.

98. The survey of Major Labour Costs covers only the components: gross wages and salaries; severance, termination and redundancy payments; payroll tax payments; workers' compensation; superannuation; and fringe benefits tax, which are estimated to represent over 90 per cent of all labour costs.

99. In 1986-87 the first Wage Costs survey was conducted, providing supplementary data to labour costs information collected in the Survey of Major Labour Costs. Specifically, the survey collected information to enable gross wages and salaries to be broken down by payments for time worked, and other payments e.g. leave and public holidays, and bonuses and gratuities. From this information estimates of employer 'on-costs' were made. The next wage costs survey will be conducted in respect of 1991-92.

Employment Benefits, Australia (6334.0)

100. In association with the August Labour Force Survey, information is obtained on a range of employment benefits provided by employers to employees (wage and salary earners). These data were first collected in 1979, and have been collected annually since 1983.

101. The mere availability of, or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; with the exception of leave entitlements, only those benefits which were used or taken up were counted.

CHAPTER 7—HOURS OF WORK

102. Data pertaining to hours worked have been obtained from the ABS population survey system, which is discussed earlier in this Technical Note. Data on overtime hours worked are a product of the ABS sample survey of employers.

The Labour Force, Australia (6203.0)

103. For technical details see paragraphs 22 to 28 above.

Overtime, Australia (6330.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989) (See also paragraphs 75 to 77.)

104. The ABS conducts a quarterly survey of employers to obtain information about overtime hours paid for and the number of people who received pay for overtime during a specified survey week. The survey is conducted

in respect of the last week of the pay period ending on, or before the third Friday of the survey month. It should be kept in mind that the statistics presented may display short-term or seasonal fluctuations from quarter to quarter.

CHAPTER 8—INDUSTRIAL RELATIONS

Industrial Disputes, Australia (6321.0)

105. The ABS publishes monthly statistics on industrial disputes in progress covering the number of industrial disputes, the number of employees involved and working days lost in industrial disputes classified by industry, duration of disputes, cause and method of settlement. The statistics are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred.

106. The calculation of working days lost per 1,000 employees for the period 1975 to 1979 were based on numbers of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from *The Labour Force, Australia* (6203.0). In January 1987 the basis for calculation of working days lost per thousand employees was changed to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey. The estimates have been recalculated on this basis back to June 1984. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

Industrial Disputes, Australia (6322.0)

107. In addition to the monthly publication of industrial disputes (6321.0) (see paragraphs 105 and 106) the ABS publishes annual statistics of industrial disputes. The annual statistics provide separate data on industrial disputes which ended during the calendar year. The statistics are also classified by the cause of disputes, their duration and the method of settlement.

108. Further information about the industrial relations system in Australia and a framework for classifying disputes can be found in *A Guide to Labour Statistics* (6102.0).

Trade Union Members, Australia (6325.0)

109. In association with the August Labour Force Survey, information is obtained about the membership of trade unions and employee associations. The topic aims to provide details of social and demographic characteristics of union members and non-members. Similar surveys were previously conducted in November 1976, during the period March to May 1982, in August 1986, in August 1988 and August 1990.

110. Although some persons may be union members in their second job only, this survey collected characteristics

only of respondents who were trade union members in connection with their main job.

Trade Union Statistics, Australia (6323.0)

111. The figures presented in this publication have been compiled from questionnaires completed by individual trade unions in respect of their membership as at 30 June from 1985 onwards and as at 31 December in previous years.

112. From 30 June 1985, the proportion of employees has been calculated from estimates of employees from the Survey of Employment and Earnings published in *Employed Wage and Salary Earners, Australia* (6248.0). These estimates of employees have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. Prior to 30 June 1985, estimates of employees from *The Labour Force, Australia* (6203.0) have been used.

113. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners, and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

114. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time.

Award Coverage, Australia (6315.0) (Previously: Incidence of Awards)

115. This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1990. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

116. Previous award coverage surveys were conducted in April 1954, May 1963, May 1968, May 1974, May 1983 and May 1985. As a result of the substantially improved coverage of employees provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those from surveys conducted between 1974 and 1981.

117. The publication includes details of the percentage of male and female employees covered by awards etc. classified by industry, occupation, State or Territory and type of awards; and number of employees covered by selected major awards. The employee category is also dissected into managerial, non-managerial, full-time, part-time, juniors etc.

CHAPTER 9—TRAINING

Employer Training Expenditure, Australia (6353.0)

118. This publication contains results of the 1990 *Training Expenditure Survey* (TES). The survey collected information on employers' expenditure in providing formal training for their employees over the period 1 July to 30 September 1990 (September quarter).

119. Training expenditure included wages and salaries and other expenditure on formal training. The estimates of expenditure on training are expressed primarily as percentages of the employers' total gross wages and salaries expenditure for the September quarter. In addition, statistics are presented as costs (in dollars or hours) per employee.

120. Some tables present estimates produced only from those employers who reported some training expenditure for the period, i.e. those who provided or supported training for their employees in some way. The survey did not collect information on the number of employees who received training.

121. The survey covered employers in all States and Territories and all industries except for employers primarily engaged in Agriculture, forestry, fishing and hunting; private households employing staff; overseas embassies, consulates, etc.; and the Australian permanent defence forces.

122. A sample of approximately 6,000 employers was selected from the ABS register of businesses. The sample was stratified by sector, industry and employer size, and was optimally allocated to ensure adequate representation in each of these areas.

123. The statistical unit for the survey comprised all activities of an enterprise in a particular State or Territory. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry.

124. The survey collected data on employers' formal training expenditure. Formal training is defined as training activities which have a structured plan and format designed to develop job related skills and competence (see the Glossary).

125. Despite the importance of informal training in improving job skills, informal training has been excluded from the scope of the survey because of the considerable difficulties associated with its measurement.

126. The TES collected data on gross wages and salaries for employees' time receiving and providing formal training, the number of hours receiving training, fees and other training expenditure. Data on the total number of employees and their gross wages and salaries for the quarter were also collected.

127. The survey covered all expenses incurred by employers in training their own employees, including all full-time, part-time, casual and temporary employees. The survey excludes the cost of training volunteers, customers or dealers etc. since they are not defined as employees.

128. The survey collected direct costs associated with training time. It excluded the replacement costs of employees on training courses. For example, if a bank teller undertook a training course and his/her normal work was done by a replacement teller, then the training cost collected in the survey was the bank teller's gross salary for attending the training course. The survey excluded training undertaken outside normal working hours at no expense to the employer.

129. Data in the survey was recorded on a cash basis. Annual fees (such as enrolment fees for educational institutions) were only included if they were paid in the September quarter. They were not apportioned.

130. A three-month reference period was used for the survey in preference to a full-year reference period in order to minimise the inconvenience of the survey to respondents, to enable high quality data to be reported, and to satisfy the demand for timely results. It was recognised that in adopting the three-month period, seasonal influences may affect the results since the chosen period may not have been a typical period for training expenditure in 1990.

131. Employers were notified of their selection prior to the commencement of the survey reference period to ensure that they could provide accurate data. They were provided with a Guide containing: a specimen questionnaire; explanations of the concepts and definitions; and some worksheets to assist in the recording of data during the reference period.

132. The 1990 survey followed a smaller Training Expenditure Survey of 2,000 employees which covered the September quarter of 1989.

How Workers Get Their Training, Australia (6278.0)

133. This publication presents results from the survey of *How Workers Get Their Training* conducted throughout Australia during the months of March, April, June and July 1989. The survey obtained information on training and education undertaken by persons who had worked as wage or salary earners in the last 12 months. Information collected includes socio-demographic characteristics (such as sex, age, earnings and educational attainment), work history details (such as occupation, industry and job tenure), highest qualification needed to obtain job, types of training courses undertaken over a 12-month period, time spent on training courses, employer support for training courses, etc.

134. The survey was conducted in both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years who had worked as wage or salary earners in the last 12 months except:

- (a) members of the permanent defence forces;

- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;

- (c) overseas residents in Australia;

- (d) members of non-Australian defence forces (and their dependents) stationed in Australia;

- (e) persons who were permanently unable to work;

- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of goals, reformatories, etc.; and

- (g) persons aged 15 to 20 years still at school.

135. The survey was conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

136. These questions were asked on an 'any responsible adult' basis to identify the target population for the survey of *How Workers Get Their Training*. This effectively resulted in a half sample (about 15,500 houses, flats etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

137. The estimates were collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

138. This was the first time a survey on this topic has been conducted in Australia.

139. Unless otherwise stated, all characteristics referenced relate to the week before the interview, and if job related, refer to job with main period employer.

CHAPTER 10 — INTERNATIONAL COMPARISONS

140. The statistics shown are collected under the ILO Labour Statistics Convention No. 160, 1985.

141. The standardised unemployment rates shown give the numbers of unemployed persons as a percentage of the total labour force. The definitions of unemployment and total labour force conform with the definitions adopted by the 13th Conference of Labour Statisticians, which are generally referred to as the *ILO Guidelines*.

Distribution and Composition of Employees Earnings and Hours (6306.0)

142. For technical details see paragraph 94 above.

The Labour Force, Australia (6203.0)

143. For technical details see paragraph 22 to 28 above.

Industrial Disputes (6322.0)

144. For technical details see paragraphs 107 and 108 above.

GLOSSARY

Active steps taken to find work. They comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Active steps taken to find work in preferred occupation/occupation being sought. Steps taken during the twelve months up to the time of the survey. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Adults. Employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are all other employees.

Aggregate hours worked. The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Annual leave (also referred to as recreation leave, holiday leave, vacation leave). A period of paid absence from work for leisure or recreation purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

Apprentices. Employed persons aged 15 to 34 years who indicate in the survey that they are apprentices.

Attended an educational institution in the previous year. Undertook a period of study during that calendar year.

Attending an educational institution full time. Persons who consider themselves to be attending full time or the institution which they are attending so classifies them.

Available to start within four weeks. Those persons who were available to start work within four weeks or could start work if child care was available.

Average hours worked. Aggregate hours worked by a group divided by the number of persons in that group.

Average hours of overtime per employee. Calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

Average hours of overtime per employee working overtime. Calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by

the number of employees who were paid for overtime in the same group.

Average (mean) duration of underemployment—see 'duration of current period of underemployment'.

Average (mean) duration of unemployment—see 'duration of unemployment'.

Average weekly earnings. Average gross (before tax) earnings of employees do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

Award pay or agreed base rate of pay. Award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

Award Rates of Pay. The award rates of pay used in the compilation of the indexes:

Include

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance);
- (ii) supplementary payments when they are specified within the award.

Exclude

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

Bachelor degree or diploma. Completion of an undergraduate diploma, associate diploma or degree.

Casual employees. Employees who were not entitled to

holiday leave or sick leave in their main job.

Category jumping. Changing from one overseas migration category to another — see the Technical Notes.

Ceased a job. Persons who left or lost their last job.

Certificate or diploma. An approved certificate or diploma completed in secretarial or business studies, administration, teaching, nursing, etc.

Collective agreements (whether registered or unregistered). Agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial relations authority, whilst *unregistered collective agreements* are those not so registered.

Commonwealth government employees. Persons employed by all departments, agencies and authorities created by or reporting to the Commonwealth Parliament, including trading bodies such as banks, airlines and communications bodies. Those bodies, run jointly by Commonwealth and State governments, are classified to Commonwealth.

Country of last residence. The country in which a person last lived.

Courses. See either *Training courses*, *In-house training courses* or *External training courses*.

Currently registered. Currently registered with an Australian nursing board as a registered or enrolled nurse. Nurses who have registered as both a registered and enrolled nurse are included in the tables in both categories. Nurses who have registered as either a registered or enrolled nurse, but with more than one Australian nursing board, are included in tables once only.

Degree. A bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate.

Dependents. All family members under 15 years of age; all family members aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives, sole parents or other family heads.

Diploma, bachelor degree or higher. Completion of an undergraduate diploma, associate diploma, degree, graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

Discouraged jobseekers. Persons with marginal attachment to the labour force who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training,

skills or experience; no jobs in their locality or line of work; or no jobs at all.

Duration of continuous period in the labour force before leaving. The total number of weeks/years person worked and/or looked for work in an unbroken period immediately prior to leaving the labour force.

Duration of current job. The period between the commencement of the current job up to the week before interview.

Duration of current period of underemployment. The period from the time the person became underemployed to the end of the reference week. Periods of underemployment are recorded in full weeks and this results in a slight understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment is above the median and the other, persons whose duration is below it.

Duration of last job. The period between the commencement of the last job up to the week ceased working in that job.

Duration of unemployment. The period from the time the person began looking for work, or was stood down, to the end of the reference week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of the reference week. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

Dwelling. Contains one or more households, and separate households are considered to exist within a dwelling when:

- (a) a group of one or more persons consider themselves to be a separate household from others in the dwelling;
- (b) regular provision is made for groups to take meals at different times or in different rooms; or
- (c) a dwelling contains one or more lodgers, who receive accommodation, but no meals; each lodger is then considered to be a separate household.

A household may consist of any number of families and non-family members. A boarder who receives both ac-

commodation and meals is not considered to constitute a separate household.

Earnings — see 'gross earnings'.

Educational attainment. Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

Educational institution. Any institution whose primary role is education. Included are schools, higher education institutions, TAFEs, public and private colleges, etc. A *tertiary institution* is any educational institution offering post-school courses. Excluded are institutions whose primary role is not education, for example hospitals.

Educational qualification required to get job with main period employer. The minimum educational qualification respondents required to get their current/last held job with their main period employer.

Employed persons. Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or
- (d) were employers, self-employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

Employees (Employer surveys). Includes all wage and salary earners who received pay for the reference period except: members of the Australian permanent defence forces; employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting; employees in private households employing staff; employees of overseas embassies, consulates, etc.; employees based outside Australia; and employees on workers' compensation who are not paid through the payroll.

Also excluded are the following persons who are not regarded as employees for the purposes of the survey: directors who are not paid a salary; proprietors/partners of unincorporated businesses; and self-employed persons such as subcontractors, owner/drivers, consultants and per-

sons paid solely by commission without a retainer. For employment statistics from the household based Labour Force Surveys see 'employed persons'.

Employees covered by awards, etc. Employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees involved in industrial disputes. Includes employees directly and indirectly involved in disputes. Employees indirectly involved are those who ceased work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute.

Employees not covered by awards, etc. Those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees' wages and salaries for time receiving training. Gross wages and salaries for the number of hours spent by employees receiving formal training including paid travel time. Amounts paid to employees who commenced or terminated employment during the Training Expenditure Survey reference period are also included.

Employees working 35 hours or more per week in all jobs. Employees who usually worked a total of 35 hours or more a week in all jobs and others who usually worked less than 35 hours a week but worked 35 hours or more during the reference week.

Employees working less than 35 hours per week in all jobs. Employees who usually worked a total of less than 35 hours a week in all jobs and who did so during the reference week.

Employer support. Multi response categories consisting of 'paid for study materials or fee', 'provided paid study leave' or 'other support'.

Employer units. The enterprises or statistical units which make up the population from which the sample was drawn.

Employment benefits. Concessions, allowances or other privileges, received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages and salary, over-award payments, bonuses or payments in lieu of leave. Not all benefits came directly from the current employer but were received by or provided to employees from other sources as a result of their employment in a particular occupation or industry (e.g. a concession airfare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

For definitions of individual employment benefits, see *Employment Benefits, Australia, July 1991* (6334.0).

Employment/population ratio. For any group, the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Employment status. The terms *working* and *not working* are used rather than the more rigidly defined terms *employed* and *not employed* used in the monthly labour force survey. These data are therefore not strictly comparable to those in the monthly labour force survey.

Enrolled nurses. Nurses who have generally completed 12 to 18 months on-the-job training and a 1 to 2-year post-secondary course (usually at a TAFE) and have gained a certificate of enrolment from an Australian nursing board. They need not be currently registered as an enrolled nurse. The term 'enrolled nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

Estimated resident population. The official population estimates series compiled according to the place of usual residence of the population.

External (training), employer supported. Respondents were asked whether any of the four main external training courses undertaken over the last 12 months had been supported by an employer. Support comprises 'paid for study materials or fees', 'provided paid-for study leave' or 'other support'.

External formal training. Organised and conducted by training or educational institutions, agencies or consultants e.g. College of Technical and Further Education courses.

External training courses. Training which is organised and conducted by training or educational establishments, agencies or consultants other than any of the respondent's employers. It is training other than study for an educational qualification. Information was collected on the four main courses attended in the last 12 months.

Family. Two or more related persons (*relationship* includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head as defined, together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

Family head. Any person without a spouse present, but with a son or daughter aged under 15 present. Persons without a spouse, son or daughter aged under 15 present, but with a son or daughter aged 15 or over present,

provided that the son or daughter has no spouse, son or daughter of his/her own present. If a family has no person falling into either of these categories, the family head is generally defined to be the eldest person in the family. No family head is defined for a married-couple family.

Federal awards, determinations or collective agreements. Awards or determinations made by, and collective agreements registered with, the Australian Industrial Relations Commission or the Coal Industry Tribunal.

Field of trade. Derived from information provided by apprentices on their occupation.

Field of trade qualification. Respondents indicated which of the following best described the field of trade in which they qualified:

- (a) Metal fitting and machining;
- (b) Other metal;
- (c) Electrical and electronics;
- (d) Building;
- (e) Printing;
- (f) Vehicle;
- (g) Food;
- (h) Hairdressing; or
- (i) Other.

Respondents who had more than one trade qualification were asked about the first trade qualification that had been formally recognised in Australia (either through an Australian apprenticeship or a recognised Australian tradesperson's certificate).

Formal training. All training activities which have a structured plan and format designed to develop job related skills and competence are defined as formal training. It consists of periods of instruction or a combination of instruction and monitored practical work. The instruction can take the form of workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced training packages.

Former workers. Unemployed persons who have previously worked full time for two weeks or more but not in the past two years.

Fringe benefits tax. The tax actually paid in respect of employees as defined. Amounts paid in fines for late payment are not included in the estimate of fringe benefits tax.

Full-time attendance. Attendance at an educational institution by persons who consider themselves to be attending full time or are so classified by the institution they are attending.

Full-time employees. Permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.

Full-time employees in main job. All employees for whom 'full time' was the response to the question 'Is your main job full time or part time?'.

Full-time workers. Employed persons who usually work 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Fully employed workers. Employed persons who are voluntarily working part time, or who worked full-time hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons who are normally underemployed but who worked full-time hours in the reference week are classified as fully employed.

Generalised disputes. Industrial disputes following a call to strike common to several enterprises.

Gross earnings. Payments to employees before tax and other items (such as superannuation) are deducted. They comprise ordinary time and overtime earnings; overaward payments; penalty payments, shift and other remunerative allowances; commissions and retainers; bonuses and similar payments; payments under incentive or piecework; payments under profit-sharing schemes; leave loadings; annual and long service leave payments; sick leave payments; advance and retrospective payments; salaries and fees paid to company directors, members of boards, committees, commissions, councils, etc.; amounts paid to employees on workers' compensation who continue to be paid through the payroll; and severance, termination and redundancy payments.

Highest level of secondary school available. The highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

Hourly award rates of pay. The hourly award rates of pay series for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

Hours of work. The estimates of aggregate hours and of average hours refer to actual hours worked during the reference week, not hours paid for. The estimates may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for

the whole of the reference week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down in the reference week for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

Hours paid for. The number of hours for which an employee was paid and not necessarily the number of hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he was paid).

Hours worked. Actual hours worked during the reference week, not necessarily hours paid for.

Hours usually worked. The total hours usually worked each week. Includes overtime where this is regularly worked.

Hours usually worked in nursing. The total hours usually worked each week in all nursing jobs. Includes overtime where this is regularly worked.

Households—see 'dwelling'.

Industrial dispute. An industrial dispute is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting several establishments has been counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment in each State/Territory and in each industry in which it occurred. Prior to December 1987 disputes were counted differently (refer to explanatory notes and glossary in *Industrial Disputes, Australia* (6321.0) for further details).

Industry. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0).

Informal training. Unstructured on-the-job training, being shown how to do things as the need arises, learning by doing a job.

In-house formal training. Organised by employers primarily for their own employees, using the employers' own staff, or consultants e.g. where a consultant designs a program specifically for the employer.

In-house training courses. Training organised by the respondents' employers primarily for their own employees, using the employers' staff or training consultants. Information was collected on the four main courses attended in the last 12 months.

Interstate. Between States/Territories.

Intrastate. Within the State/Territory.

Job. A job is defined as either:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or
- (b) self-employment (with or without employees) in a particular locality.

Job leavers. Persons who *ceased their last job voluntarily*, that is, because of unsatisfactory work arrangements/pay/hours; the job was seasonal, temporary or a holiday job and they left that job to return to studies; their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties; or any other reasons.

Job losers. Persons who *ceased their last job involuntarily*, that is: were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.

Job mobility. Defined as a change of job. A *change of job* may involve a change of employer, regardless of whether a change in locality is involved, or a change of locality without a change of employer. For example, the movement of an employer's operations to premises in a different locality would entail a change of job for employees who moved to the new locality. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), their base of operations (i.e. the employer's office, depot, yard, etc.) is considered to be their place of work.

Job vacancy. A job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and Territories. Excluded are vacancies:

- (a) of less than one day's duration;
- (b) to be filled by persons already hired, or by promotion or transfer of existing employees;
- (c) to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- (d) not available for immediate filling on the survey reference date;
- (e) not available within the particular State or Territory to which the return relates;

(f) for work carried out under contract;

(g) for which no effort is being made to fill the position.

Juniors—see 'adults'.

Labour costs. All costs incurred by employers in the employment of labour, and may be classified as follows:

- (a) Earnings of employees;
- (b) Payroll tax;
- (c) Workers' compensation;
- (d) Superannuation;
- (e) Fringe benefits tax;
- (f) Welfare services;
- (g) Training;
- (h) Recruitment.

The measure of labour costs presented in this publication covers only components (a) to (e) which are generally considered to account for over 90 per cent of all labour costs.

Labour force. All persons who, during the reference week, were employed or unemployed, as defined. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who worked or looked for work were in the labour force.

Labour force participation rate. The labour force in any group expressed as a percentage of the civilian population aged 15 and over in the same group. Because it is not practicable to ascertain the birthplace of persons in institutions (who are classified as not in the labour force), labour force participation rates for persons classified by birthplace are calculated by using population estimates which exclude those in institutions.

Labour force status. A classification of the civilian population aged 15 and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour mobility. The frequency of movement between jobs over a 12-month period.

Last 12 months (How Workers Get Their Training, 1989 (6278.0)). The last 12 months prior to being interviewed. Interviews were conducted in March, April, June and July 1989.

Leavers. Persons who were full-time students at any time in the previous calendar year but were not full-time students at the time of the survey. It should be noted that persons who attended school full time at some time in the previous year and left, but were attending full-time education at any tertiary institution at the time of the survey are not included in the definition of leavers.

Level of educational attainment. Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

Life assurance policy. An endowment policy covering the life of a person which matures at a nominated age. Information was collected only for policies which would provide money for a person when he or she retires from full-time work.

Living alone—see 'not a member of a family'.

Local government employees. Persons employed by Municipalities and Shires and other local authorities created by or subject to the provisions of local government legislation such as county councils in New South Wales.

Localised disputes. Industrial disputes following a call to strike within the establishment.

Locality. In capital cities and major towns each suburb is considered to be a different locality.

Long-service leave (or furlough). A period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

Long-term movement. The arrivals of visitors (except those who hold migrant visas) and the temporary departures by Australian residents with the intention to stay, in Australia or abroad respectively, for 12 months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for 12 months or more. Movements of travellers whose intended or actual period of stay is less than 12 months are classified as *short-term*, except those who, on arrival, hold migrant visas. Some travellers state an intended or actual duration of stay of one year exactly. Such travellers are allocated to short-term or long-term in proportion to the number of travellers who stated an actual duration of stay of 11 months or one year one month respectively.

Looked for work. Applies to those persons who reported having been out of work and looking for a job.

Looking for work with more hours. Looking for work with more hours at some time during the four weeks up to the end of the reference week.

Main difficulty in finding work. The main difficulty experienced since beginning to look for work.

Main English-speaking countries. Comprises the United Kingdom, Ireland, Canada, South Africa, U.S.A. and New Zealand.

Main external training course. The external training course on which the respondent spent the most time over the last 12-month period.

Main in-house training course. The in-house training course on which the respondent spent the most time over the last 12-month period.

Main job. The job at which most hours were usually worked. The *second* job is defined to include all remaining jobs, in which some hours were worked during the reference week (i.e. the week before the interview week). Work as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. A person who held more than one job as an employee is classified to the industry and occupation of the main job.

Main period employer. The employer for whom the respondent worked the most weeks for wages or salary during the last 12 months.

Main source of income. The current main source of income in the reference week.

Managerial employees. Adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those who are not managerial employees as defined. Note that this definition on the managerial/non-managerial status of employees (as reported by the employer) is different to the definition of 'Managers and Administrators' in the Australian Standard Classification of Occupations (ASCO), which is used in most labour statistics.

Marginal attachment to the labour force. Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

Marital status. This characteristic is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status. Persons are classified as *married* (husband and wife) if they are reported

as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a de facto relationship but do not volunteer this information when asked whether they are married are classified as not married.

Married—see 'marital status'.

Married-couple families. Families in which there are two married persons and these persons are husband and wife — see 'marital status'.

Mean (or average) earnings or hours. Obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

Mean weekly earnings. Obtained by dividing the total earnings of a group by the number of employees in that group.

Median duration of underemployment—see 'duration of current period of underemployment'.

Median duration of unemployment—see 'duration of unemployment'.

Median earnings or hours. The amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Median weekly earnings. The amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, and linear interpolation was used within the class interval in which the median fell.

Membership of trade unions. Financial members are dues-paying members no more than 6 months in arrears. The total number of members includes all persons (financial, unfinancial, honorary, suspended, junior, etc.) regarded by unions as members.

Method of job attainment. Determined by the respondents' answer to the question 'How did you find out that particular job was available?' and is described according to whether an employer approached the jobseeker or a jobseeker approached the employer. In the latter case, the job is described according to whether or not the jobseeker knew that the particular job was available before approaching the employer.

Migrant (Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)). A person who was not born in Australia and who was a permanent resident of Australia at the time of the survey. A migrant could be *sponsored* to come to Australia or *arrive unsponsored*.

Multiple jobholders. Employed persons who during the reference week:

(a) worked in a second job or held a second job from which they were absent because of holidays, sickness or any other reason; and

(b) were an 'employee' in at least one of their jobs.

Net training expenditure. Total training expenditure by employers minus subsidies received for training.

Never registered. Qualified nurses who had never registered as an enrolled or registered nurse with an Australian nursing board.

Non-managerial employees—see 'managerial employees'.

Not a member of a family. Persons not related to any other member of the household in which they are living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone.

Not in the labour force—see 'Persons not in the labour force'.

Not-married — see 'marital status'.

Number of employees. All employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid through the employer's payroll are also included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

Number of spells of looking for work during the year. The number of different periods, including the current period, during which persons were reported as having been out of work and looking for a job.

Nurse — see 'qualified nurse'.

Occupation. Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — First Edition, Statistical Classification (1222.0)*. An Information Paper: *ASCO-Australian Standard Classification of Occupations, April 1991 (1221.0)* is available to assist users. There is a comprehensive range of other more detailed publications and manuals relating to ASCO and its use.

On-the-job training. Respondents were asked to indicate whether any of the following activities were undertaken to improve their job skills while employed in any job over the last 12 months — being shown how to do the job, watching others work (including examining other

workers' product), asking questions of co-workers and teaching self.

One-parent families. Families in which there is a family head together with at least one dependent son or daughter of his/her own.

Ordinary time earnings — see 'Weekly ordinary time earnings'.

Ordinary time hours paid for. Award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long-service leave taken during the reference period.

Other educational institution. Includes business, commercial and secretarial colleges; religious colleges; overseas institutions; and instances where insufficient information was available to determine the type of educational institution.

Other expenditure on formal training. The total of expenditure on training equipment, travel, accommodation, meals, consumables, training rooms and payments to industry training bodies.

Other families. Families which are not married-couple families or one-parent families, as defined. They include families in which there is a parent with only non-dependent children present, and families in which there is no parent, for example a family head living with a brother or sister.

Other post-school qualifications. Completion of other types of education, e.g. adult education, preparatory/bridging course or hobby course.

Overaward pay. Amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

Overtime. Time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

Overtime hours paid for. Refers to hours in excess of award, standard or agreed hours of work.

Participation rate. For any group, the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Participation rates for persons classified by birthplace are calculated using population estimates which exclude those in institutions. Participation rates for persons classified by school or tertiary educational institution attendance are calculated using population estimates which include those in institutions.

Part-time attendance. Attendance at an educational institution by persons who consider themselves to be attending part-time or are so classified by the institution they are attending.

Part-time employees. Permanent, temporary and casual employees who are not classified as full-time employees as defined.

Part-time employees in main job. All employees for whom 'part time' was the response to the question 'Is your main job full time or part time?'

Part-time workers. Employed persons who usually work less than 35 hours a week and who did so during the reference week. When recording hours of work, fractions of an hour are disregarded.

Payment by measured result. Earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

Permanent movement. Arrivals of settlers (i.e. persons who hold migrant visas, regardless of stated intended period of stay and New Zealand citizens who indicate an intention to settle) and those who are otherwise eligible to settle (e.g. overseas-born children of Australian citizens), and permanent departures of Australian residents (including former settlers) i.e. those who on departure state they do not intend to return to Australia.

Permanent employees. Employees who were entitled to paid holidays or leave pay in their main job.

Persons covered by a superannuation scheme. Persons who, at the time of the survey, belonged to a superannuation scheme towards which contributions were being made. If persons were covered by more than one superannuation scheme, details were collected about the scheme to which they contributed most.

Persons not in the labour force. Persons who, during the reference week, were not in the categories employed or unemployed. They include persons who were keeping house (unpaid), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation. Specific surveys of persons not in the labour force indicate that a number want to work but are not classified as unemployed because they were not actively looking for work and/or were not available to begin work in the reference week. Included in this group are the discouraged jobseekers and other persons marginally attached to the labour force. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who did not work or look for work were not in the labour force.

Persons not in the labour force who wanted to work. Persons who:

- (a) in the four weeks up to the end of the reference week had taken active steps to find work but do not meet the criteria to be classified as unemployed; or
- (b) although claiming to have looked for work in the four weeks up to the end of the reference week, had not taken active steps to find work; or
- (c) in the four weeks up to the end of the reference week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'; or
- (d) in the four weeks up to the end of the reference week, had not looked for work but were responsible for children under twelve years of age and answered 'yes' or 'maybe' to the question 'If you had childcare arrangements for your child(ren) under twelve, would you like a job?'.

Persons who had a wage or salary job in the last 12 months. Persons who stated that they had a wage or salary job (excluding persons in a limited liability company) in the 12 months prior to being interviewed.

Persons who had re-entered the labour force. Persons who were working or looking for work in the reference week, had a period out of the labour force of at least 12 months' duration that finished within the last 12 months and had worked continuously for at least 12 months at some earlier time.

Persons who had retired from full-time work. A person who had a full-time job at some time and who had ceased full-time labour force activity (i.e. was not working full time, was not looking for full-time work and did not intend to look for, or take up, full-time work at any time in the future).

Persons who have left the labour force. Persons who worked or looked for work (as defined at some time in the 12 months prior to the survey and were not in the labour force in the week prior to the interview (i.e. the reference week).

Persons who intended to retire from full-time work. Persons who were either working full time or considered themselves to be working full time, were looking for full-time work, would like full-time work or intended to take up full-time work at some time and who intended to retire from full-time labour force activity.

Persons who intended to retire from full-time work early. Persons who intended to retire from full-time work at age 45 or more but before the age of 60, if female, or 65, if male. Persons who did not know at what age they intended to retire from full-time work were not classified as intending to retire from full-time work early.

Persons who retired from full-time work early. A person who retired from full-time work at age 45 or more but before the age of 60, if female, or 65, if male.

Persons who started a job for wages or salary during the previous twelve months. Persons who had started work for an employer for wages or salary lasting two weeks or more during the 12 months up to the time of the survey. If more than one job was started during this period, details were obtained about the most recent job started.

Persons with marginal attachment to the labour force. Persons who were not in the labour force in the survey week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks.

Place of last residence. The 'continent' on which a person stated he/she last lived.

Post-graduate degree or graduate diploma. Completion of a graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

Post-secondary certificate. Completion of an approved certificate in secretarial or business studies, administration, nursing, etc.

Post-school qualifications. Qualifications held by those persons who had left school and answered 'Yes' to the question: 'Since leaving school have you obtained a qualification, certificate, diploma, degree or any other qualification?'. Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification; Certificate or diploma; Other post-school qualification.

Present — see 'usually reside'.

Previous job. The job, full-time or part-time, that a person who had re-entered the labour force reported having worked in continuously for at least 12 months at some earlier time.

Principal applicant. Person who signs the migration form, and is considered by the applicants and the Immigration Department to have the best chance of being accepted to migrate.

Proportion of persons employed who were multiple jobholders. The number of multiple jobholders as a proportion of employed persons in the same category.

Proportion of total employees who were members of a trade union. The approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions. From 30 June 1985, the proportions of employees have been calculated using estimates of employees from the ABS Survey of Employment and Earnings. These estimates have been adjusted by adding Labour Force Survey estimates of employees in Agriculture, forestry, fishing and hunting and in Private households employing staff. For statistics for periods prior

to 30 June 1985, estimates of employees were taken from the *Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners; the numbers of union members who were not employed (i.e. were unemployed, retired, etc.) will affect the percentages for a particular year and comparisons over time.

Public sector employees. Administrative employees and all other employees of Commonwealth, State and Local government businesses and financial undertakings engaged in services such as railways, road transport, banks, postal and telecommunications, air transport, education, radio, television, police, public works, factories, marketing authorities, hospitals and welfare institutions. The public sector includes all agencies created by or reporting to the Commonwealth or State Parliaments.

Qualified nurses. Persons who have ever qualified as registered or enrolled nurses where qualified is interpreted to mean successfully passed final exams and practical experience as required to apply for registration.

Re-entrants — see 'Persons who had re-entered the labour force'.

Registered collective agreements—see 'collective agreements'.

Registered nurses. Nurses who have generally completed a three to four-year hospital-based certificate or a three-year diploma (usually at a College of Advanced Education) and have gained a certificate of registration from an Australian nursing board. They need not be currently registered as a registered nurse. The term 'registered nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

Reported frequency of use of trade skills. Employed persons not working in the trade were asked which of the following categories best described the use of their trade skills:

- (a) use trade skills daily;
- (b) use trade skills at least once a week;
- (c) use trade skills occasionally;
- (d) never use trade skills.

For the data published in this publication categories (a) and (b) have been combined under the heading 'use trade skills at least once a week'.

Retired—see 'Persons who had retired from full-time work'.

Retirement scheme. Superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.

Second job. A job other than the main job. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job workers, baby-sitters, etc., are not counted as having a second job unless they also held another job of a different kind, nor are those who worked for more than one employer solely by reason of changing jobs during the reference week.

Sector. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

Short-term movement—see 'long-term movement'.

Size of location. The number of persons employed at the location of the respondent's job with their main employer.

Sole parent. The head of a one-parent family.

Sponsored. Includes those migrants who had a family already in Australia who filled out papers for that person to come to Australia. These people are considered to have come to Australia under the Family Reunion criteria. Others who were sponsored had an employer or some other person or organisation, other than the Australian Government, fill out papers for that person to come to Australia.

Standardised unemployment rate. The number of unemployed persons as a percentage of the total labour force. The definitions of unemployment and the total labour force conform to ILO guidelines.

State awards, determinations or collective agreements etc. Awards or determinations made by, and collective agreements registered with, State industrial relations authorities. The estimates shown for employees covered by State awards, etc. include a small proportion of employees covered by awards, etc. of State tribunals in other States. Similarly, in each Territory there is a small proportion of employees covered by awards, etc. of State tribunals in adjacent States.

State government employees. Persons employed by all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility, e.g. universities. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to 'State' governments. Employees of State governments employed interstate are included in the estimates of the State in which they are based.

Status of worker. Employed persons classified by whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers.

Still at school. Current school attendance is recorded only for persons aged 15 to 20 years.

Studied for educational qualification in 1989. Study done with the intention of it leading to a trade qualification, certificate, diploma, degree or any other qualification. It is not necessary to have completed the course or to have been awarded the qualification. Information was collected on the first course studied in 1989.

Superannuation. Costs refer to the total payments made by employers with respect to superannuation liabilities incurred. Costs can occur on two bases depending on the funding arrangements made to meet superannuation liabilities:

- (a) 'ongoing' costs are actuarially determined contributions paid into a superannuation fund on a regular basis;
- (b) 'emerging' costs are payments of pension/lump sum benefits as superannuation liabilities occur, where no funds have been set aside during the employees' service. Schemes operating on this basis are sometimes referred to as 'unfunded' schemes;

In the private sector superannuation liabilities are always met on an ongoing costs basis. In the public sector superannuation liabilities are met on either an ongoing costs basis or an emerging costs basis or (occasionally) using a combination of both approaches.

As a result the value of superannuation costs shown for private sector employers directly relates to current employees. However, the value of superannuation shown for public sector employers relates in some cases to current employees and in other cases to former employees now receiving a pension or lump sum. In the latter case payments for superannuation will reflect the past structure and size of an organisation rather than current structure and size. For this reason public and private sector superannuation costs are not directly comparable.

Superannuation scheme. Any fund, association or organisation set up for the purpose of providing financial cover for members when they retire from full-time work. Overseas superannuation funds are excluded.

TAFE. College of technical and further education.

Tertiary institution. Any educational institution offering post-school courses.

Time in nursing. The length of time (in completed years) the respondent had worked in nursing after registering with an Australian nursing board. Time spent nursing as an enrolled or registered nurse has been aggregated to reflect the total time in nursing. The period prior to

qualifying (e.g. time completing training) and breaks of 12 months or more are excluded.

Time spent on in-house/external training courses. The average number of hours spent on a training course multiplied by the number of days spent on that course.

Total employees involved in industrial dispute. The sum of the number of employees involved in each industrial dispute in a period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute the number of employees involved included in the statistics relate to the largest number of individual employees involved on any one day. Generally the total number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees newly involved in subsequent months (as published monthly in Catalogue No. 6321.0). Differences between monthly and annual aggregates can occur due to temporary cessations of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees newly involved in stoppages in the second period in which the dispute occurs.

Total major labour costs. Refers to the sum of gross wages and salaries, severance, termination and redundancy payments, payroll tax, superannuation costs, workers' compensation costs and fringe benefits tax.

Total membership of trade unions. The aggregate of the membership of individual reporting trade unions. Persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

Total training expenditure. The sum of employers' expenditure for employees' gross wages and salaries for time receiving and providing formal training, fees paid to consultants and institutions and other expenditure on formal training during the reference period.

Trade qualification. Completion of an approved trade/technical apprenticeship in fitting and turning, hairdressing, plumbing, carpentry, etc.

Trade union (or employee association). An organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members. Non-operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.

Trade union members. Employees with membership in a trade union in connection with their main job.

Trades qualified persons. Persons aged 15 and over who had:

(a) completed an Australian apprenticeship; or

(b) obtained tradesperson's status under a recognised Australian tradesperson's certificate either under the Tradesmen's Rights Regulation Act in the metal, electrical or footwear trades; or from an Australian Apprenticeship Training Authority.

Trainers' costs (including fees). Employees' wages and salaries for time providing training plus fees paid to consultants and training institutions.

Training courses. Courses undertaken in order to improve career opportunities, or to maintain or learn new job skills related to job performance. Training courses may take place on-the-job or off-the-job. They consist of periods of instruction or a combination of instruction and monitored practical work experience which is associated with the instruction. Information was collected on the four main in-house and the four main external training courses attended in the last 12 months. This means that tables in this publication underenumerate training courses undertaken by persons who attended more than four in-house or external training courses.

Training expenditure per employee. Estimated training expenditure divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Training expenditure per training hour. Estimated total training expenditure divided by the estimated total hours of training.

Training hours per employee. The estimated total number of hours of training received divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Type of nurse registration. Qualified nurses provided details on whether they have gained a certificate of enrolment or a certificate of registration from an Australian nursing board. Registration need not be current. See *Enrolled nurses* and *Registered nurses* for further details.

Underemployed full-time workers. Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, e.g. stood down, short time and insufficient work.

Underemployed part-time workers. Part-time workers who indicate that they would prefer to work more hours. Additional information was collected about those underemployed part-time workers who had been looking for work with more hours at some time in the four weeks up to the end of the reference week and who were available to start such work within four weeks.

Underemployment rate. The number of underemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

Underutilisation. A person's labour is underutilised if that person is either unemployed or underemployed.

Underutilisation rate. The sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group.

Unemployed persons. Persons aged 15 and over who were not employed during the reference week, and:

(a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:

- were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
- were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or

(b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant break-down.

In the *Job Search Experience of Unemployed Persons* survey persons who were stood down as defined in (b) above are excluded.

Unemployed persons classified by industry and occupation. Unemployed persons who had worked full time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job.

Unemployed persons looking for first job. Persons who had never worked full time for two weeks or more.

Unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

Unregistered collective agreements—see 'collective agreements'.

Un-sponsored. Includes those migrants who came to Australia under special eligibility criteria. This category includes persons who came to Australia as migrants who did not require a visa, or who had some entitlement to come to Australia such as New Zealanders. Refugees were regarded as unsponsored and include any person who came to Australia under a refugee program. Other persons who were unsponsored include: persons who applied in their own country to come to Australia; Australians born overseas; persons who came to Australia on a temporary visa, on a working holiday, as a student, etc., and had since gained permanent residence.

Usual resident. A person identified by the respondent as a usual resident of the household at the time of the survey. The terms 'usually reside' and 'present' are synonymous.

Weekly award rates of pay. The weekly award rates of pay series for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

Weekly earnings. The amount of 'last total pay' from wage and salary jobs prior to interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

Weekly total hours paid for. The hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

Weekly ordinary time earnings. One week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions if a retainer is also paid; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments, made to directors. Payments not related to the reference period such as overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments are excluded.

Weekly overtime earnings. Payment for hours in excess of award, standard or agreed hours of work.

Weekly total earnings. Weekly ordinary time earnings plus weekly overtime earnings.

Worked. Persons who were reported as having either worked or been on paid leave.

Workers' compensation. Costs are determined in two ways:

- (a) The majority of employees are covered for workers' compensation through the payment of premiums by the employer to an insurer. In these cases, workers' compensation costs are considered to comprise:

- premiums paid during the reference year;
- any workers' compensation costs not reimbursed by the insurer including 'make-up' and 'excess' pay (which cover payments made by employers directly to employees as part of gross wages and salaries, over and above the amount paid as compensation by the workers' compensation insurer);
- premiums paid during the reference year to insure for claims made by employees for workers' compensation at Common Law.

(b) Certain employers may become 'self-insurers'. Workers' compensation costs for these employers are considered to be:

- payments made as part of employees' gross wages and salaries;
- lump sum payments;
- any other workers' compensation costs including legal, accounting, medical and administrative costs and 'catastrophe' insurance premiums;
- premiums paid during the year to offset liability at Common Law for workers' compensation;
- lump sum payments made to employees not reimbursed by an insurer, resulting from workers' compensation claims made at Common Law; and
- any other costs at Common Law for workers' compensation including legal, accounting, medical and administrative costs.

Costs which have been reimbursed from a workers' compensation insurer are not included in the estimates.

Working days lost. Time lost by employees directly and indirectly involved in the dispute, generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

Working days lost per thousand employees. Working days lost per thousand employees are calculated for the 12-month period from working days lost and estimates of numbers of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey.

Working in the nursing profession. Qualified nurses working in nursing after registering with an Australian nursing board. Includes nursing supervisors and administrators, clinical nurses, enrolled nurses and nurses employed primarily in education. See also *employment status*.

Working in the trade. Persons working in the trade in which they first qualified in Australia. See also *employment status*.



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